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PROJECT IMPACT

**A Program Evaluation of
Big Brothers of Ontario**

Social Planning & Research Council

SPRC

of Hamilton-Wentworth

255 West Avenue North, Hamilton, Ontario L8L 5C8
tel: (905) 522-1148 • fax: (905) 522-9124



A United Way Member Agency



PROJECT IMPACT

A Program Evaluation of Big Brothers of Ontario

Prepared by
Nick Sidoruk,
Researcher

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SOCIAL PLANNING AND RESEARCH COUNCIL OF HAMILTON-WENTWORTH
255 West Avenue North, Hamilton, Ontario L8L 5C8





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THE SOCIAL PLANNING AND RESEARCH COUNCIL
OF HAMILTON AND DISTRICT

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TABLE OF CONTENTS

Executive Summary	ii
1.0 INTRODUCTION	1
2.0 METHODOLOGICAL BACKGROUND	3
2.1 Pretest	3
2.2 Sampling for the Main Survey	4
2.3 Response Rates	7
2.4 Representativeness of the Sample	8
3.0 PRE-PROGRAM CHILDHOOD BACKGROUND	13
Summary	26
4.0 IN-PROGRAM EXPERIENCES AND IMPRESSIONS	28
5.0 POST-PROGRAM: LONG-TERM OUTCOMES	59
Summary	86
6.0 CONCLUSIONS AND ADMINISTRATIVE CONSIDERATIONS	89
6.1 Pre-Program Children Background	89
6.2 In-Program Experiences and Impressions	90
6.3 Post-Program Long Term Impacts	91
APPENDIX A ANNOUNCEMENT LETTER	
APPENDIX B THE QUESTIONNAIRE	

EXECUTIVE SUMMARY

Project Impact: A Program Evaluation of Big Brothers of Ontario

The Social Planning and Research Council of Hamilton and District conducted a survey of former Little Brothers who were actively matched with a Big Brother in Ontario as of December 31, 1980. A total of 629 telephone interviews were completed between February 3 and February 22, 1994. Randomly drawn samples of this size are generally accurate within ± 4 percentage points 19 out of 20 times. The total sample was examined and found to be highly representative of the Province-wide caseload for 1980. In a "test case", it was found that the sample provided to the Social Planning and Research Council for interviewing was not significantly different from the 1980 caseload.

1. Pre-Program Childhood Background

Upon entering the Big Brother program, Little Brothers (a product of female-headed lone-parent families) are at an economic disadvantage when compared to other children their own age and are "at risk" of not developing to their full potential.

Our findings illustrate that one-third (32%) of the Little Brothers came from families where the major source of income was social assistance. The actual employment earnings of the remaining mothers in lone-parent families is known to be quite low; e.g., their income is estimated at only 38% of the average income of husband-wife families with children; and, the poverty rate (in 1984) for Ontario's female-led single-parent families was 55%, compared with less than 9% for two-parent families.

Other than their economic background, the Little Brothers, upon entering the program, shared many of the same characteristics as other children their own age.

2. In-Program Experiences and Impressions

The evidence in the survey data suggests that the Member agencies of Big Brothers of Ontario have an outstanding ability to make quality matches; more than half of the Little Brothers stayed in the program for 5 years or more; almost 9 out of every 10 Little Brothers enjoyed a positive relationship with his last Big Brother; and, 9 out of 10 Little Brothers had only one or two Big Brothers.

In total, 97% of the former Little Brothers were satisfied with their overall involvement in the program. The longer a Little Brother stays in the program, and, the better the relationship he enjoys with his Big Brother, the more likely he is to be satisfied with the program.

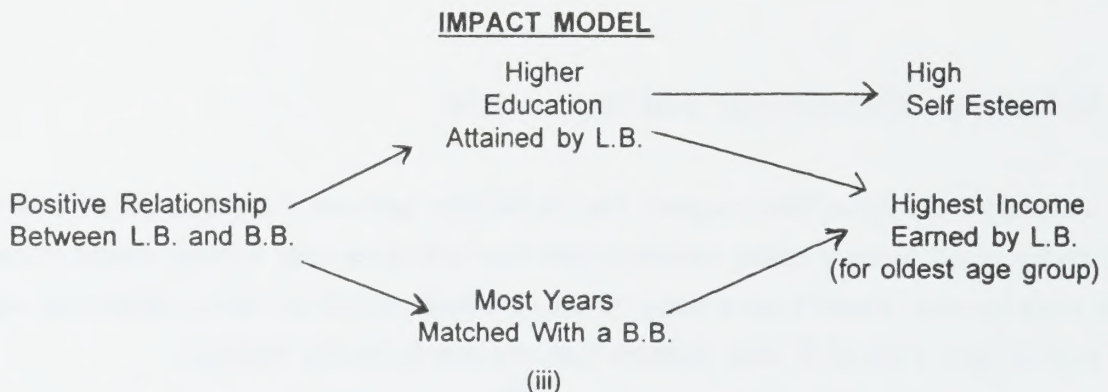
In instances where a Little Brother had more than one Big Brother while being in the program, and where the second to last relationship was not positive, the organization's case-workers were extremely good at making the next match successful for the Little Brother -- 9 out of 10 Little Brothers reported going on to a better relationship in these in these situations.

The findings in our study indicate that, quality matching tends to result in long lasting positive relationships with continued contact more than a decade after the match was made.

3. Post-Program Long-Term Impacts

From the data in the survey, it appears that the former Little Brothers have developed quite well; over 80% of the former Little Brothers attained at least a secondary school diploma compared to 60% of other people in their own age group. The findings also point out that former Little Brothers who enjoyed a positive relationship with their Big Brother disproportionately went on to graduate from college or university (when compared with those who did not enjoy a positive relationship). And, to be sure, college and university graduates were disproportionately found to be in the highest income bracket in our sample.

Within the age group that had the most opportunity to gain greater education and more work experience, there is an observable income advantage for those Little Brothers who were matched with a Big Brother the longest. The following Impact Model can be used to summarize the findings:



With regard to social psychological attitudes, it was found that an "excellent" relationship with a Big Brother disproportionately tended to result in higher educational attainment for the Little Brothers; and in turn, these higher levels of education disproportionately result in higher Self Esteem.

With regard to other attitudinal variables, former Little Brothers who felt that they would personally make good parents, disproportionately tended to have a high Respect for Authority and a high Sense of Right and Wrong.

Taken together, the findings in this study can serve as an excellent motivational tool to organizational staff, to members of the Board of Directors, and to volunteer Big Brothers, to help them realize the scope of their impact upon children -- in the long term.

Little Brothers who benefited the most from the program tended to be those with the longest stay in the program and those who enjoyed a positive relationship with their Big Brother. Conversely, those who benefited the least were in the program for a shorter period of time and those who did not have a positive relationship with their Big Brother.

1.0 INTRODUCTION

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In part, the mission of Big Brothers is to contribute to the healthy development of children from lone-parent families primarily by providing these children with quality adult volunteer relationships.

In an attempt to help evaluate the service provided by the Member agencies of the Big Brothers of Ontario, the Big Brother Association of Burlington and Hamilton-Wentworth retained the services of the Social Planning and Research Council of Hamilton and District to conduct this impact study. Funds for "Project Impact" have come from the Trillium Foundation of Ontario and the Big Brother Association of Burlington and Hamilton-Wentworth.

As a means of helping to understand how effective the service of Big Brothers has been, and as a means of looking at what changes, if any, need to be made to improve their service, a telephone survey was conducted in 1994 with former Little Brothers who were actively matched with a Big Brother in Ontario as of December 31, 1980.

All 58 agencies which were in existence both in 1980 and in 1993, were invited to participate in this study and were asked to locate **current** addresses, postal codes, and telephone numbers of all former Little Brothers and Little Sisters who were actively matched as of December 31, 1980. Whereas there were only 4 Little Sisters affiliated with these agencies in 1980, this study focused on the 4,003 Little Brothers who were on caseload at that time.

The intent behind choosing the 1980 point in time was to allow sufficient time to have lapsed (13 years) to allow any impacts to develop, and to be observed and measured. Although there may be some noticeable impacts within a short time frame, it is expected by administrators in the Big Brothers program that the real and meaningful impacts of that program will come to fruition in the long term.

Generally speaking, children coming from a lone-parent family background do not enjoy the same advantages of children coming from a two-parent family and are considered by some to be "at risk". Given that the mission of the Big Brothers program is to contribute to the healthy development of these children -- and given that it takes time for beliefs, attitudes, values, education aspirations, and careers to develop -- and given that the early childhood years are the formative ones -- interviews conducted with former Little Brothers, 13 years later, when they become young adults (age 18-31), should provide an excellent opportunity to measure the nature of any impact.

As young adults now, these former Little Brothers are in a good position to reflect upon their experiences with the Program and their experiences with their Big Brothers. Their childhood activities will be put into the context of life's overall experiences and provide for a **meaningful retrospective evaluation** of the Big Brothers program. Their "subjective" impressions are examined in this report as well as more "objective" measures such as present personal income, education achieved, and employment status.

Chapter Two describes the Methodological Background of the study.

Chapter Three summarizes the Pre-Program Childhood Background of the former Little Brothers and describes what kind of client is served by the Big Brothers program. The Little Brothers are described in terms of the number of brothers and sisters they had living at home before they were matched with a Big Brother as well as the number of friends they had outside the home at that time. In addition, the impressions the former Little Brothers now have about their mothers' parenting skills are examined as well as their ratings of their relationships with their mothers. Exposure to family violence at home and source of family income in 1980 are also examined. In addition, membership in clubs, organizations, sports and church groups are explored.

Chapter Four contains the findings related to In-Program Experiences and Impressions and begins to describe which clients benefit the most from the program. The number of years an individual had a Big Brother altogether and the number of Big Brothers he had are examined. Also, the ratings of the Little Brothers' relationships with their Big Brothers are explored as well as the reasons their matches ended. The retrospective impressions of the overall Big Brother program are looked at, as well as the benefits of having had a Big Brother, and, whether or not the Little Brother continued to have contact with his Big Brother over the years after the match ended.

Chapter Five presents the findings related to the Post-Program Long-Term Outcomes of having been involved in the Big Brother program. Various attitudes such as self-esteem, respect for authority, and sense of right and wrong are explored. The current level and source of income of the former Little Brothers are examined, as well as their present employment status, occupational category, and educational levels. In addition, there is a discussion of whether or not they would consider themselves as being Big Brother volunteers in the future.

Chapter Six presents the Conclusions and Administrative Considerations.

2.0 METHODOLOGICAL BACKGROUND

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For this survey, former Little Brothers who were actively matched with a Big Brother in Ontario as of December 31, 1980 were interviewed by telephone.

The Social Planning and Research Council (SPRC) employed 5 interviewers for the survey. The interviews were conducted out of the offices of the Big Brother Association of Burlington and Hamilton-Wentworth at 639 Main Street East in Hamilton. These facilities were utilized to minimize the cost of long-distance telephone charges. An SPRC field supervisor was present at the bank of telephones at all times to maximize quality control.

2.1 Pretest

Before the main study started, the questionnaire was pretested. Former Little Brothers who were on caseload as of December 31, 1980 from Brantford, St. Catharines, Hamilton and Grimsby were randomly selected to be interviewed.

The pretest period was from January 6 through January 17, 1994. In total, our interviewers completed 25 interviews (in addition, one agency inadvertently completed one interview with a draft version of the questionnaire and mailed it to us). Of the 25, 9 were personal in-home interviews and 17 were completed via telephone. The face-to-face in-home interviews averaged 3 minutes longer to be completed and allowed for a more free flowing discussion between the respondent and the interviewer. In this way, any problems with the questionnaire such as logic, flow, phraseology, ambiguity of wording etc. could be discovered. The telephone interviews also allowed for the opportunity to pretest the questionnaire with the method of data collection which would be employed in the main survey. The pretest interviews averaged 15.6 minutes to complete. As a result of the pretest, many questions were deleted and others were refined. The final questionnaire was smooth flowing and averaged 11.3 minutes to complete.

2.2 Sampling for the Main Survey

Statistics provided by Big Brothers and Sisters of Canada* listed 69 agencies with an active caseload in 1980 for Ontario. Some agencies were no longer in existence in 1993, and two had been amalgamated, and others had been re-named. However, there remained 58 agencies with a combined caseload of 4,003 in 1980. (Ten small agencies with a combined caseload of only 53 were no longer in existence and could not participate in the study. The exclusion of these 53 cases from the main sampling frame does not bias the study in any significant way.)

Today, there are 64 agencies in existence divided into 6 Districts by Big Brothers of Ontario. Five of the agencies were not in existence in 1980 and two of 1993's agencies were combined as one in 1980. In total, 58 agencies were invited to participate in the study. This study was **well received by the agencies** and fully 83% of the agencies participated in the study (with only 10 of the 58 agencies not participating).

With the wide geographic distribution of the non-participating agencies, and the fact that the sampling was carried out on a "proportionate to size" basis for each Region (including the caseload numbers from the non-participating agencies), the sample was not biased in any significant way. Each Region, therefore, was represented according to its proportion of the Ontario-Wide caseload, regardless of the number of agencies not participating.

To illustrate the insignificance of non-participation, the largest such agency had a caseload of 100 Little Brothers in 1980. This represents 2.5% (100/4003) of the total Provincial caseload. The loss of cases available for study from this agency was made up by adding additional cases from surrounding communities such that the Region continued to be represented in the study proportionate to size. See Table 2.1 for a listing of the current 64 Ontario agencies and the geographic Region they are classified into by Big Brothers of Ontario.

* An official Mark of Big Brothers of Canada

TABLE 2.1: AGENCIES AND DISTRICTS OF BIG BROTHERS OF ONTARIO

<u>CENTRAL EAST</u>	<u>EAST</u>	<u>NORTH</u>
Ajax-Pickering	* Belleville	Elliot Lake
Cobourg-Port Hope	* Centre Hastings	** Geraldton
Lindsay	Cornwall	North Bay
Newcastle	* Kingston	Patricia Region
* North Durham	Lanark County	Porcupine-Timmins
Oshawa-Whitby	Leeds & Grenville	* Sault Ste. Marie
Peterborough	Ottawa	Sudbury
	** Pembroke	Thunder Bay
	** Prince Edward County	
	Renfrew	
	Trenton	
<u>CENTRAL</u>	<u>CENTRAL NORTH</u>	<u>WEST</u>
Brantford	Alliston	Chatham-Kent
Burlington and Hamilton-Wentworth	Barrie	Ingersoll
Cambridge	Collingwood	London
Grimsby, Lincoln & W. Lincoln	Dufferin	* Sarnia-Lambton
Greater Fort Erie (See So. Niagara)	Hanover	South Huron
Greater Niagara Falls	** Kincardine	St. Thomas-Elgin
Guelph & Wellington County	Midland-Penetang	Stratford
Haldimand-Norfolk	* Muskoka	* Tillsonburg
Halton	* North Huron	Windsor-Essex
Kitchener	Orillia	Woodstock
St. Catharines	Owen Sound	
South Niagara	* Parry Sound	
Toronto	Peel Region	
	** South Port	
	York	
* Did not participate in study	** Not open in 1980	

Each agency was given instructions for eligibility for inclusion in the study as follows:

"If a Little Brother was first matched January 1, 1981 or later, they would not be eligible for the study. However, if a match ended January 1, 1981 or later, the Little Brother would be eligible for the study because he was actively matched as of December 31, 1980."

To assist them in their task of identifying a current address, postal code, and telephone number for all Little Brothers who were actively matched as of December 31, 1980, the following resources were suggested to the agencies as methods of tracking:

1. Current Big Brothers or volunteers who were former Little Brothers
2. Former Big Brothers of former Little Brothers
3. Last known address
4. Telephone book
5. Vernon's Directory
6. Voting Registration Lists
7. Newsletter
8. Current or former employees
9. Current or former Board members
10. Articles in local newspaper

Some agencies were more successful than others in locating current information about their Little Brothers who were on caseload 13 years ago. Whereas some agencies sent in information for over 80% of their 1980 caseload, the quality of some of the information was less than exact. In some instances, there were missing phone numbers, missing addresses or missing postal codes. In these cases, SPRC staff searched through telephone books, Vernon's Directories and postal code books to locate up-to-date information. In other cases, phone numbers were no longer in service, the Little Brother had moved, someone else now had the old telephone number, and so on. However, on the whole, **the agencies did an excellent job in tracking** the Little Brothers to get up to date information.

Of the 4,003 Little Brothers who were actively matched in 1980, the agencies sent in information for 1246 or 31% of their former clients.

The first step of the sampling procedure was to divide the Province into 7 Regions consisting of the 6 Districts defined by Big Brothers of Ontario and allocating Toronto to a Region by itself (because of its size). The total 1980 caseload was calculated for each of the 7 Regions (or strata) of the Province.

The next step of the two-step stratified sampling procedure was to determine sampling fractions for each agency within each Region. In this way, agencies would be represented proportionate to their 1980 caseload size rather than according to their ability to track or locate current addresses and phone numbers. There were, as mentioned earlier, adjustments made to some agencies to compensate for

surrounding non-participating agencies in order to ensure that each Region was represented proportionate to size.

The next phase of the multi-stage stratified random sampling procedure was to randomly select cases within each agency; this was done with use of random numbers tables.

In cases where the selected respondent was not at home at the time of the call, the interviewer would make arrangements to call back when the former Little Brother would be available, or the interviewers simply made another call at another time and day. Up to 12 telephone calls were placed to each household in order to complete an interview. (However 1 interview required 13 calls to get a completion and 1 interview required 14 calls.)

2.3 Response Rates

Not all of the 1,246 "found" cases were assigned to the interviewers in the main study. Some cases were used for the pretest (still allowing for their agencies to be represented proportionate to size in the main study), and some cases were not selected because their agency sent in more names than would be required for their agency and region to be proportionately represented.

Of the 1,024 cases closed by the interviewers, 36% (373) of the former Little Brothers could not be tracked by our interviewer. Many phone numbers were not in service, many individuals had moved, and in many cases the wrong person answered the phone where we had received the wrong telephone number or where the telephone number had been reassigned to a new subscriber after the former Little Brother had moved. (One former Little Brother was now deceased and two names appeared as duplicates.) As such, 778 former Little Brothers with valid telephone numbers were assigned to the interviewers.

Overall, the study was extremely well received by the former Little Brothers. Of the 778 eligible for the telephone interview only 14 (1.8%) refused to participate. The completion rate of 80.1% would have been higher if the budget had allowed for more completions and if a longer period of time had been set aside for the field work. At the end of the interviewing period, 127 (16%) of the cases remained open where at least one call had been placed, the phone number was in service, but no contact was made

with the respondent--these were instances where there was either no answer, a telephone answering machine, or the person was not otherwise at home at the time of the call.

Announcement letters on Big Brothers of Ontario letterhead, signed by Laurie LeBlanc Regional Executive Director, were mailed to the former Little Brothers prior to being contacted for an interview. See Appendix A for a copy of the Announcement Letter and Appendix B for a copy of the questionnaire.

In total, 629 interviews were completed within the 20 day period from February 3 through February 22 inclusive. Randomly drawn samples of this size are generally accurate with ± 4 percentage points in 19 out of 20 samples. See Table 2.2 for a summary of the Response Rates.

TABLE 2.2: RESPONSE RATES

80.8%	(629)	Completed Interviews
1.8	(14)	Refused
.3	(2)	Health Reasons
.4	(3)	Vacation
.1	(1)	Language Problem
.3	(2)	Broken off in progress
<u>16.3</u>	<u>(127)</u>	Open: No contact; at least 1 call made
100.0%	(778)	TOTAL

2.4 Representativeness of the Sample

The **Central** District of Big Brothers of Ontario is by far the largest District by caseload (and includes Toronto). Toronto, because of its very large single agency caseload, has been separated in this report for the purposes of analysis. (Toronto's 1980 caseload was 15% of the Provincial total.) On the other hand, the **North** District of Big Brothers of Ontario is very small and represented only 6% altogether of the Provincial total caseload. Therefore, the **North** and **Central North** Districts have been combined into a single category **NORTH**, for the purposes of analysis. Similarly the **East** and **Central East** have been combined into one category, **EAST**. In this report, the Province of Ontario has been divided into 5 Regions as follows:

<u>REGION</u>	<u>Big Brothers of Ontario Districts</u>
NORTH	North plus Central North
EAST	East plus Central East
WEST	West
SOUTH	Central excluding Toronto
TORONTO	---

Table 2.3 presents a comparison of the geographic distribution of the 1980 caseload with the 1994 survey results.

TABLE 2.3: GEOGRAPHIC DISTRIBUTION OF SAMPLE

<u>REGION</u>	<u>1980 CASELOAD</u>	<u>1994 SURVEY</u>	<u>SURVEY DIFFERENCE</u>
NORTH	20.7%	21.6	+ .9%
EAST	16.3	17.5	+ 1.2%
WEST	18.1	16.4	- 1.7%
SOUTH	29.8	30.7	+ .9%
TORONTO	15.1	13.8	- 1.3%
Total	<u>100.0%</u>	<u>100.0%</u>	
(N)	(4003)	(629)	

The sample appears to be highly representative of the Province as a whole.

Recall earlier that, in total, the agencies sent in information for only 31% of the Little Brothers who were on caseload in 1980. In order to determine whether or not the Little Brothers, whom the agencies were able to track, were in fact representative of their caseload at that time, it is necessary to compare the characteristics of the full 1980 caseload with the identical characteristics of the Little Brothers who were located 13 years later. Given the magnitude of the task involved in collecting this information for the full caseload, there was a risk of losing the co-operation of some of the agencies if they were all asked to compile these data. As such, one agency was selected as a "test-case".

After the sampling was complete and after the telephone interviewing period had ended, the sponsoring agency of this study, the Big Brother Association of Burlington and Hamilton-Wentworth, was asked to compile specified information for every Little Brother in their 1980 caseload.

Three variables were selected for comparison:

- (1) Date of Birth of the Little Brother;
- (2) The number of Big Brothers he had; and,
- (3) The number of years he had a Big Brother altogether.

Although there were some differences in the characteristics of the Little Brothers who could be located and the characteristics of the total caseload, these **DIFFERENCES WERE NOT STATISTICALLY SIGNIFICANT**. See Tables 2.4; 2.5; and 2.6.

TABLE 2.4: YEAR OF BIRTH: CASELOAD AND LOCATED

<u>Little Brother's Year of Birth</u>	<u>Caseload 1980</u>	<u>Located 1993</u>
1961	0.4%	0.0%
1962	0.0	0.0
1963	0.8	0.0
1964	2.3	0.0
1965	11.3	9.5
1966	13.6	14.9
1967	16.6	18.9
1968	16.2	16.2
1969	12.8	13.5
1970	14.7	13.5
1971	9.4	12.2
1972	<u>1.9</u>	<u>1.4</u>
Total	100.0%	100.1%
(N)	(265)	(74)

Not significant: Sig > .05

Note: Percentages do not add to 100% due to rounding

Note: One Little Brother did not have his Year of Birth on his file. The total caseload in 1980 was 266.

TABLE 2.5: NUMBER OF BIG BROTHERS: CASELOAD AND LOCATED

<u>Number of Big Brothers Matched With</u>	<u>Caseload 1980</u>	<u>Located 1993</u>
One	55.3%	48.7%
Two	30.8	39.2
Three	9.8	6.8
Four	3.8	4.0
Five	0.0	0.0
Six	0.4	<u>1.4</u>
Total	100.1%	100.1%
(N)	(266)	(74)

Not Significant: Sig. > .05

Note: Percentages do not add to 100% due to rounding

TABLE 2.6: NUMBER OF YEARS MATCHED: CASELOAD AND LOCATED

<u>Number of Years Matched With A Big Brother Altogether</u>	<u>Caseload 1980</u>	<u>Located 1993</u>
Less than one year	4.9%	1.4%
One year, but less than 2	9.0	2.7
Two years, but less than 3	14.7	10.8
Three years, but less than 4	12.4	13.5
Four years, but less than 5	15.0	13.5
Five years, but less than 6	11.7	8.1
Six years or more	<u>32.3</u>	<u>50.0</u>
Total	100.0%	100.0%
(N)	(266)	(74)

Not significant: Sig. > .05

There is evidence (at least within this one "test-case") that the sample provided to the Social Planning and Research Council for interviewing is **not** significantly different from the 1980 caseload.

This agency can also be used to illustrate the sampling "proportionate to size" procedure. This agency had a caseload of 266 in 1980 which represented 6.6% of the (4003) Province-wide caseload. Although current information was found for 74 Little Brothers, only 45 were interviewed, representing 7.2% of the total (629) completed interviews.

3.0 PRE-PROGRAM CHILDHOOD BACKGROUND

3.0 PRE-PROGRAM CHILDHOOD BACKGROUND

This chapter describes the childhood and family life of the Little Brothers when they were younger before getting involved in the Big Brother Program.

The respondents in the survey were asked how many brothers and sisters they had living at home with them before they were matched with a Big Brother. Only one-quarter (24.5%) of the Little Brothers on caseload across Ontario in 1980 had no siblings living at home with them prior to becoming involved in the Big Brother Program. See Table 3.1.

TABLE 3.1: SIBLINGS LIVING AT HOME PRIOR TO IN-TAKE: ONTARIO WIDE

<u>Number of Siblings</u>	<u>Percentage of L.B.'s Having Siblings At Home</u>
No Siblings	24.5%
One	35.9
Two	22.1
Three	8.4
Four	4.5
Five or More	<u>4.6</u>
Total	100.0%
(N)	(629)
Average	1.5

When the 5 Regions of the Province -- North, East, West, South, and, Toronto -- were examined separately, it is interesting to note that in Toronto, disproportionately more Little Brothers came from families where they had no siblings, when compared to Little Brothers in the other Regions of the Province. Slightly more than half (51%) of the respondents from Toronto reported they had no siblings at home whereas less than one-quarter of the respondents from each of the other Regions had no siblings. (See Table 3.2.)

The percentage for Toronto (51%) is more consistent with the percentage of female-head lone-parent families with only one child in the general population. According to the 1986 Census Data, 56.4% of the female-head lone-parent families in Ontario had only one child and for Toronto the corresponding Census percentage was 58.3%. It is unclear why the caseloads for the other Regions in Ontario differed from the Toronto caseload and the Census data. A senior staff person from the Big Brothers Association of Toronto was contacted and could offer no explanation for the statistically significant differences found in our report. (Less than one-quarter of the families in the other Regions had only one child.)

Although this observation relating to Toronto may also be prevalent in other large urban areas, it is not possible within the context of this study to examine the other major urban cities in Ontario. Only the sample from Toronto is large enough to allow for this type of analysis for an individual agency.

TABLE 3.2: SIBLINGS LIVING AT HOME PRIOR TO IN-TAKE BY REGION

Number of Siblings	REGION				
	<u>North</u>	<u>East</u>	<u>West</u>	<u>South</u>	<u>Toronto</u>
None	24%	16%	18%	21%	51%
One	37	37	41	34	31
Two or More	<u>40</u>	<u>46</u>	<u>41</u>	<u>45</u>	<u>18</u>
Total	101%	99%	100%	100%	100%
(N)	(136)	(110)	(103)	(193)	(87)

Sig. <.001

Note: Percentages do not add to 100% due to rounding.

In an attempt to assess their opportunities to socialize with other children their age, the former Little Brothers were asked how many friends they had their own age prior to getting involved with the Big Brother program and whether or not they were a member of any club, organization, sports or church group when they were growing up and still living at home.

More than half (55%) of the former Little Brothers reported they had "a lot" of friends outside the home prior to being matched with a Big Brother. In addition, a substantial number (79%) reported they had been a member of some club, organization, sports or church group. See Tables 3.3 and 3.4.

TABLE 3.3: FRIENDS OUTSIDE THE HOME TO PRIOR TO IN-TAKE

	<u>Friends Outside the Home: Pre-Program</u>
A lot	54.6%
Some	23.6
Few	20.5
None	<u>1.3</u>
Total	100.0%
(N)	(624)*

*Note: When totals do not add to 629 cases, this is due to some respondents who replied "can't remember", "don't know", or, "rather not answer" to that particular question.

TABLE 3.4: MEMBER OF CLUB, SPORTS OR CHURCH GROUP PRIOR TO IN-TAKE

	<u>Member of any Club, Organization, Sports or Church Group</u>
Yes	78.7%
No	<u>21.3</u>
Total	100.0%
(N)	(629)

Substantially more of the former Little Brothers (58%) were involved in sports groups, as opposed to (16%) being involved in church groups and (36%) being involved in other types of clubs and organizations such as cubs, scouts, bands, choirs and so on. See Table 3.5.

TABLE 3.5: TYPE OF CLUB OR GROUP INVOLVEMENT PRIOR TO IN-TAKE

	<u>Member Sports Group</u>	<u>Member Church Group</u>	<u>Member Other Group</u>
Yes	58.2%	16.4%	36.1%
No	<u>41.8</u>	<u>83.6</u>	<u>63.9</u>
Total	100.0%	100.0%	100.0%
(N)	(629)	(629)	(629)

When "the number of friends" and "membership in clubs and groups" were examined within each of the various Regions of the Province, no significant differences between the Regions were found.

As expected, there was a relationship between group membership and number of friends outside the home. Former Little Brothers who were members of clubs or groups disproportionately reported having more friends. See Table 3.6.

TABLE 3.6: GROUP MEMBERSHIP AND NUMBER OF FRIENDS

<u>Number of Friends</u>	<u>Members of any club, organization sports, or church group</u>	
	<u>Yes</u>	<u>No</u>
A Lot	60%	37%
Some	23	25
Few	17	34
None	<u><1</u>	<u>5</u>
Total	100%	101%
(N)	(490)	(133)

Sig. <.001

Note: Percentages do not add to 100% due to rounding.

When the previous findings are put together, a general impression emerges that prior to in-take and with one exception, these former Little Brothers appear to be typical of other children their own age. On the average, they had 1.5 siblings living at home with them, more than half (55%) reported having "a lot" of friends, and, more than three-quarters (79%) belonged to some club, organization, sports or church group. These children, however, share one thing in common which makes them atypical of other children their age--they come from lone-parent families and are "at risk" of not developing to their full potential.

Each of the respondents was asked to rate the relationship they had with their mother when they were growing up and also to rate the parenting skills of their mother. Overall, the former Little Brothers enjoyed a positive relationship with their mothers and gave them good "marks" for their parenting skills. In total, 84% reported they had either an "excellent" or "good" relationship with their mother when they were younger, and fully 90% rated their mother's parenting skills as "excellent" or "good". See Table 3.7.

TABLE 3.7: RATINGS OF MOTHER'S PARENTING SKILLS AND RELATIONSHIP

	<u>Rating of Relationship With Mother</u>	<u>Rating of Mother's Parenting Skills</u>
Excellent	50.2%	63.0%
Good	33.3	26.9
Fair	11.9	8.2
Poor	<u>4.7</u>	<u>1.9</u>
Total	100.1%	100.0%
(N)	(622)	(621)

Note: Percentages do not add to 100% due to rounding.

Again, these findings are not surprising since "concerned" mothers, who enjoy a positive relationship with their sons, are indeed likely to utilize their parenting skills by seeking additional "supports" for their sons by approaching an organization like Big Brothers.

As expected, there was a statistically significant relationship between the rating of one's relationship with his mother and the rating of her parenting skills. Former Little Brothers who enjoyed an "excellent" relationship with their mothers disproportionately rated their mother's parenting skills as "excellent". See Table 3.8.

TABLE 3.8: RELATIONSHIP WITH MOTHER AND PERCEIVED PARENTING SKILLS

<u>Rating of Mother's Parenting Skills</u>	<u>Rating of Relationship With Mother</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Excellent	85%	50%	23%	19%
Good	13	43	41	19
Fair	2	7	31	35
Poor	<u>1</u>	<u><1</u>	<u>4</u>	<u>27</u>
Total	101%	100%	100%	100%
(N)	(312)	(205)	(74)	(26)

Sig. <.001

When asked whether they had ever experienced or happened to see any violence in their own family when they were growing up, more than one-quarter (27%) reported that they had been exposed to family violence. See Table 3.9.

TABLE 3.9: EXPOSURE TO FAMILY VIOLENCE

	<u>Family Violence at Home</u>
Yes	27.3%
No	<u>72.7</u>
Total	100.0%
(N)	(618)

In order to put these findings into perspective, a 1980 publication titled Wife Battering in Canada, published by the National Advisory Council on the Status of Women, estimated that 1 in 10 women will be physically abused by their spouse at some time in their adult lives. However, more recent research suggests that this "1 in 10" (10%) figure is an under-estimate. A December 1993 publication of the Social Planning and Research Council of Hamilton and District, titled "Tracking Community Trends in Hamilton-Wentworth", cites a major Statistics Canada survey which found that 51% of females had

experienced some physical or sexual violence since age 14 and 45% experienced violence by men they knew. In an article titled "Wife Abuse", published in Canadian Social Trends, Spring 1988, it was noted that "Separated women were more likely to be abused than married or divorced women".

Given that our study focuses on children of lone-parent families, and many are products of separation or divorce, it is not surprising that so many former Little Brothers in 1980 reported they had been exposed to family violence. Indeed, this is almost three times the number originally estimated in 1980. Some differences between Little Brothers and other children their own age now begin to emerge in the findings. When asked how often they experienced family violence at home, 60% reported it happened once a month or more often. See Table 3.10.

TABLE 3.10: FREQUENCY OF EXPOSURE TO FAMILY VIOLENCE

	<u>How Often Family Violence Was Seen</u>
More than once a week	18.4%
About once a week	12.5
Two or three times a month	11.8
Once a month	17.8
Less often than once a month	<u>39.5</u>
Total	100.0%
(N)	(152)

When exposure to family violence was examined for each of the 5 Regions of the Province, the former Little Brothers from Toronto disproportionately reported seeing less family violence than their counterparts in other Regions of the Province. Only 9% of the respondents from Toronto reported being exposed to family violence whereas the Provincial average was three times that amount at 27%. See Table 3.11.

TABLE 3.11: EXPOSURE TO FAMILY VIOLENCE BY REGION

<u>Family Violence at Home</u>	<u>REGION</u>				
	<u>North</u>	<u>East</u>	<u>West</u>	<u>South</u>	<u>Toronto</u>
Yes	27%	24%	37%	33%	9%
No	<u>73</u>	<u>76</u>	<u>63</u>	<u>67</u>	<u>91</u>
Total	100%	100%	100%	100%	100%
(N)	(135)	(108)	(98)	(191)	(86)

Sig. <.001

Recall earlier, that Little Brothers from Toronto disproportionately reported having fewer siblings than Little Brothers from other Regions. As a result, it was necessary to further explore the relationship between "exposure to family violence" and "the number of siblings living at home".

From Table 3.12, it can be seen that the likelihood of being exposed to family violence increases, as the number of siblings a former Little Brother has, increases. Whereas only 13% of the respondents with no siblings at home were exposed to family violence, this proportion increases almost three times to 35% where 2 or more siblings are living at home. There are at least 3 possible explanations to account for this relationship:

- (1) Violence in the family may have been interpreted by some respondents as simply an extension of sibling rivalry and with more siblings there may be more violence. One respondent said his "brother was a problem" and another referred to his "brother's temper". (However, most of the comments related to the father; for example, "there was violence every day before we left my father", and, there was "abuse by my father after the separation".
- (2) With more children in the household, there are more opportunities for violence to occur if the discipline of children is conducted with violence. However, this possible explanation is speculative and there were no comments by the respondents to support it.

- (3) With more children in the household, there may be more strain or stress on the parents which might manifest itself into acts of violence between the parents. This is a study of children coming primarily from lone-parent families where in some cases child-abuse or spouse-abuse may have occurred prior to separation or divorce.

TABLE 3.12: FAMILY VIOLENCE AND NUMBER OF SIBLINGS

<u>Family Violence at Home</u>	<u>Number of Siblings Living at Home</u>		
	<u>None</u>	<u>One</u>	<u>Two or More</u>
Yes	13%	29%	35%
No	<u>87</u>	<u>71</u>	<u>65</u>
Total	100%	100%	100%
(N)	(151)	(224)	(243)

Sig. <.001

When the relationship between "family violence" and "the number of siblings" is explored within the individual Regions, no statistically significant relationship was found in the North, East, West, or South. Only within Toronto was an increase in the number of siblings present found to be significantly related to violence in the home.

Recall earlier that the vast majority of former Little Brothers enjoyed an "excellent" or "good" relationship with their mothers; and, they also rated their mother's parenting skills quite highly. There is evidence to suggest that the presence or absence of family violence varies with the mother's parenting skills – the better the mother's parenting skills, the greater the likelihood there will be no family violence at home. Conversely, where there is family violence or where there is wife abuse, there may be more stress on the mother which could result in an increase in irritability. In turn, her abilities as a parent and her parenting skills might be affected.

Fully 80% of the Little Brothers who reported their mother's parenting skills as "excellent", stated there was no violence within their own family. On the other hand, only one-third (33%) of those reporting

"poor" parenting skills stated there was no violence at home. (The direction of cause and effect is unclear -- poor parenting skills could lead to more family violence; and, family violence or wife abuse could affect a mother's parenting skills through an increase in stress and irritability.) See Table 3.13.

TABLE 3.13: PARENTING SKILLS AND FAMILY VIOLENCE

<u>Family Violence at Home</u>	<u>Rating of Mother's Parenting Skills</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Yes	20%	31%	59%	67%
No	<u>80</u>	<u>70</u>	<u>41</u>	<u>33</u>
Total	100%	101%	100%	100%
(N)	(384)	(164)	(51)	(12)

Sig. <.001

Note: Percentages do not add to 100% due to rounding.

The reader is cautioned that not all of the credit or blame for the absence or presence of family violence is accounted for by the mother's parenting skills. In 77% of the homes where family violence was present, the mother's parenting skills were rated as "excellent" or "good". See Table 3.14 (which is the same as Table 3.13 but presented "sideways").

TABLE 3.14: FAMILY VIOLENCE AND PARENTING SKILLS

<u>Rating of Mother's Parenting Skills</u>	<u>Family Violence at Home</u>	
	<u>Yes</u>	<u>No</u>
Excellent	47%	69%
Good	30	26
Fair	18	5
Poor	<u>5</u>	<u>1</u>
Total	100%	100%
(N)	(166)	(445)

Sig. <.001

Note: Percentages do not add to 100% due to rounding.

Similar to the above findings, the relationship between a son and his mother varied with the presence or absence of family violence.

From Table 3.15, it can be seen that as the relationship grows more positive, there is a lesser tendency for the son to be exposed to family violence. In 79% of the homes where the relationship was "excellent", there was no exposure to family violence.

TABLE 3.15: RELATIONSHIP WITH MOTHER AND FAMILY VIOLENCE

<u>Family Violence at Home</u>	<u>Rating of Relationship with Mother</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Yes	21%	23%	46%	72%
No	<u>79</u>	<u>77</u>	<u>54</u>	<u>28</u>
Total	100%	100%	100%	100%
(N)	(306)	(204)	(74)	(29)

Sig. <.001

From Table 3.16 (which is the same as Table 3.15 turned "sideways") it can be seen that in two-thirds (67%) of the homes where a Little Brother was exposed to family violence, he did in fact enjoy an "excellent" or "good" relationship with his mother.

TABLE 3.16: FAMILY VIOLENCE AND RELATIONSHIP WITH MOTHER

<u>Rating of Relationship with Mother</u>	<u>Family Violence at Home</u>	
	<u>Yes</u>	<u>No</u>
Excellent	39%	54%
Good	28	35
Fair	20	9
Poor	<u>13</u>	<u>2</u>
Total	100%	100%
(N)	(167)	(446)

Sig. <.001

From the findings described earlier, it can be seen that our respondents as children tended to have a lot of friends, belonged to clubs, organizations, sports or church groups, enjoyed a positive relationship with their mothers, and had mothers with admirable parenting skills. However, there is evidence in the literature that children from a lone-parent family background are typically "at risk".

In Dan Offord's Ontario Child Health Study: Children at Risk, published in 1989 by the Queen's Printer for Ontario, various risk indicators and outcomes are discussed. Some of the key findings related to our study are:

- Social assistance family background is a very strong risk indicator for psychiatric disorder. The odds that a child in a family on social assistance will have a psychiatric disorder is 2.8 times that of a child living in a family not on social assistance. Also, the odds a boy from a family on social assistance will be perceived to need professional help is 5.4 times that of boys not from a social assistance family.
- One-parent family background is also a strong indicator for psychiatric disorder in young children as well as being perceived to need professional help.

When the former Little Brothers were asked about the source of most of their family's income when they were in the Big Brother's program, two-thirds (66%) reported that most of the income came from employment earnings and almost one-third (32%) were from families with a social assistance background. See Table 3.17.

TABLE 3.17: SOURCE OF FAMILY INCOME: PRIOR TO IN-TAKE

	Source of Income: <u>Pre-Program</u>
Employment Earnings	66.4%
Social Assistance	31.6
Other (Alimony, insurance etc.)	<u>2.0</u>
Total	100.0%
(N)	(608)

According to Lone-Parent Families in Canada, a 1992 Statistics Canada publication, in lone-parent families in 1981, 54.2% of the mothers were employed and in 1991, 52.2% of the mothers in lone-parent families were employed. The percentage rises to 62% where the youngest child at home is between the ages of 6 and 15 (comparable to our sample). The 66% found in our survey of Ontario is consistent with the 62% reported Canada wide. The same publication also points out that "lone-parent families, especially those headed by women have very low incomes"; and their income is estimated at only 38% of the average income of husband-wife families with children. This fact, coupled with the fact that one-third (32%) of the families in our sample relied upon social assistance as their major source of income, it is clear that on entering the Big Brothers program, the Little Brothers are at an economic disadvantage when compared to other children their own age.

In our questionnaire, we did not ask specifically if the employment earnings were from full-time or part-time employment; nor did we ask about actual income levels. Our underlying assumption is that the income levels of the female-head lone-parent families in our study are typical of the low income levels of other similar families in the general population. Indeed, the proportions in our sample relying on social assistance and employment earnings are comparable to those of similar families in the general population.

When the source of family income was examined by Region, a statistically significant difference was found. Little Brothers from Toronto disproportionately reported "employment earnings" as the major source of family income while being in the Big Brother program. This finding is not surprising given that employment opportunities for mothers in lone-parent families were greater in Toronto in 1980 than in other Regions of the Province. See Table 3.18.

TABLE 3.18: SOURCE OF FAMILY INCOME BY REGION

	<u>REGION</u>				
	<u>North</u>	<u>East</u>	<u>West</u>	<u>South</u>	<u>Toronto</u>
Employment Earnings	68%	59%	63%	68%	82%
Social Assistance	<u>32</u>	<u>41</u>	<u>37</u>	<u>32</u>	<u>18</u>
Total	100%	100%	100%	100%	100%
(N)	(129)	(103)	(93)	(184)	(87)

Sig. = .02

SUMMARY

This chapter described the **pre-program childhood background** of clients entering the Big Brother program.

The Little Brothers upon entering the program shared many of the same characteristics as other children their own age in 1980:

- L.B.'s had an average of 1.5 siblings living at home
- 55% of L.B.'s reported having "a lot" of friends
- 79% of L.B.'s belonged to a club, organization, sports or church group
- 84% of L.B.'s enjoyed an "excellent" or "good" relationship with their mother
- 90% of L.B.'s rated their mother's parenting skills as "excellent" or "good"

However, the fact that children from lone-parent families are "at risk" of not developing to their full potential is well known. According to an article by Devereaux and Lindsay, entitled "Female Lone-Parents in the Labour Market", published in Perspectives, a Spring 1993 Statistics Canada publication, "Women parenting alone tend to....have less formal education than wives in two-parent families. While close to a third of them became lone-parents as a result of out-of-wedlock birth, for the majority lone-parenthood stemmed from a marriage break-up".

The lower educational levels tend to result in fewer employment opportunities, lower employment rates, lower income levels, and, in a greater reliance upon Social Assistance as the major source of family income. There is evidence in our survey that the former Little Brothers came from an economically disadvantaged background, which in turn puts them "at risk" of not achieving their full potential in life. As mentioned earlier, female-headed lone parent families have an average income which represents only 38% of the average income enjoyed by husband-wife families with children. And in our study, only two-thirds (66%) of the Little Brothers' families had income from employment earnings.

Above, it was stated that a majority of lone-parent families are the result of a marriage break-up. As a result, there is an increased likelihood that children from this type of family background will be exposed to, or experience, family violence. In our survey, 27% of the former Little Brothers reported they had "experienced" or "seen" family violence at home.

The Child Poverty Action Group, in an article titled "Campaign 2000 Countdown: A Cross Canada Partnership Dedicated to Ending Child Poverty", published in a newsletter of the Family Service Association in Toronto 1993, addressed child poverty as follows:

"Children are poor because their families are poor. Increases in parental unemployment, low wages for women, high family housing costs...all have increased a child's chance of becoming poor in Canada...Growing up poor hurts kids...children are more likely to have health problems, to miss school and to require medication. These problems frequently become chronic as adults."

This study allows for the opportunity to see how these "at risk" Little Brothers have developed as they became adults -- with the assistance of a "Big Brother".

4.0 IN-PROGRAM EXPERIENCES AND IMPRESSIONS

4.0 IN-PROGRAM EXPERIENCES AND IMPRESSIONS

This chapter outlines how the former Little Brothers felt about their experiences while being involved with the Big Brothers' program. Their impressions, level of satisfaction with the program, and their feelings about how they benefited from the program are reflected upon after they have matured and become young adults.

The attitudes and predispositions of an individual might vary in the short-term -- after a daily outing, participation in a single event, or involvement in a brief relationship. A pleasant day out at a Bowling Tournament, a fun week at camp, or other brief enjoyable experience, would no doubt lead to a positive assessment of the program if the evaluation were conducted immediately following these activities. Although it is often valuable to measure short-term impacts, the purpose of the study is to measure long-term impacts.

The day's outing at a Toronto Blue Jay baseball game, the involvement with a Jamboree, one summer's fun swimming and fishing with a "buddy", are all isolated events. However, when these events are taken together, and put into the context of other life experiences over 13 years, these events are put into a different perspective. As such, the impressions the former Little Brothers now have about the Big Brother program are considered to be valuable and meaningful measures of program satisfaction.

The Little Brothers in our survey were involved with the Big Brother program for varying periods of time. (Unless otherwise stated in this report, the terms "number of years matched altogether" and "length of time in the program" are used interchangeably.) More than half (56%) of our respondents had a Big Brother for 1 year but less than 6 years; 41% had a Big Brother for 6 years or more altogether; and, 2% had a Big Brother for less than one year. This 2% figure in our sample may appear to be low to some readers -- particularly when thinking of current caseloads. However, a comparison with the full caseload of our "test case" in Table 2.6 reveals that only 5% of that agency's full caseload in 1980 was matched for less than one year. This is comparable to the findings for our full sample for 1980.

In our study, one respondent claimed he was only matched for one hour and was not sure why he was being included and why he was being interviewed. To be sure, it is just as important to include such short-term relationships in a proper evaluation as it is to include long-term relationships. (The 1994 levels of personal income, levels of education, and employment status of the former Little Brothers are analyzed in the next chapter -- where Little Brothers who were involved in the program for only a brief

time are compared with Little Brothers who were involved in the program for longer periods of time.) In contrast to the example of a short relationship just described, another respondent said he is now "celebrating his 17th anniversary" with his Big Brother and doesn't really consider his match as "ended". For the distribution of Little Brothers in our sample according to the number of years they had a Big Brother altogether, see Table 4.1.

TABLE 4.1: TOTAL YEARS IN PROGRAM

	<u>Total Number of Years L.B. Had a B.B. Altogether</u>
Less than one year	2.4%
One, but less than 2	8.1
Two, but less than 3	12.5
Three, but less than 4	11.1
Four, but less than 5	11.6
Five, but less than 6	13.0
Six years or more	<u>41.2</u>
Total	99.9%
(N)	(614)

Note: Percentages do not add to 100% due to rounding

The majority of respondents (61%) reported they had had only one Big Brother while being in the program. Another 29% had had two; while only 10% of the former Little Brothers had had 3 or more big Brothers altogether. See Table 4.2.

TABLE 4.2: NUMBER OF BIG BROTHERS ALTOGETHER

	<u>Total Number of BB's a LB Had Altogether</u>
One	60.9%
Two	29.3
Three	8.1
Four	1.3
Five	0.2
Six or More	<u>0.2</u>
Total	100.0%
(N)	(627)

The findings from the first two Tables in this chapter begin to suggest that the matching system employed by the Member Agencies appears to work quite well. In total 90% of the former Little Brothers had only one or two Big Brothers (Table 4.2) and more than half (54%) of the Little Brothers were matched with a Big Brother for 5 years or more (Table 4.1).

When the various Regions across the Province were compared, there was no significant difference between the Regions with respect to the number of Big Brothers with whom a Little Brother had been matched. However, both within Southern Ontario and Toronto, the respondents disproportionately reported having a Big Brother for longer periods of time. See Table 4.3.

TABLE 4.3: TOTAL YEARS IN PROGRAM BY REGION

	<u>REGION</u>				
<u>Total Years in Program</u>	<u>North</u>	<u>East</u>	<u>West</u>	<u>South</u>	<u>Toronto</u>
Less than 2 years	14%	11%	11%	9%	9%
Two years, but less than 4	28	33	25	16	21
Four years, but less than 6	26	20	26	29	19
Six years or more	<u>33</u>	<u>36</u>	<u>39</u>	<u>47</u>	<u>51</u>
Total	101%	100%	101%	101%	101%
(N)	(133)	(110)	(101)	(185)	(85)

Sig. = .04

Note: Percentages do not add to 100% due to rounding

As expected, there was a relationship between the length of stay in the program and the number of Big Brothers a Little Brother had. Little Brothers who reported being matched with 3 or more Big Brothers disproportionately reported staying in the program longer. Whereas 39% of the Little Brothers who had had one or two Big Brothers reported being in the program for 6 years or more, 60% of the respondents with 3 or more Big Brothers reported being in the program for 6 years or longer. See Table 4.4.

TABLE 4.4: NUMBER OF BIG BROTHERS AND YEARS IN PROGRAM

	<u>Number of Big Brothers</u>		
<u>Total Years In Program</u>	<u>One</u>	<u>Two</u>	<u>Three or More</u>
Less than 2 years	14%	7%	4%
Two years, but less than 4	21	33	11
Four years, but less than 6	26	21	26
Six years, or more	<u>39</u>	<u>39</u>	<u>60</u>
Total	100%	100%	101%
(N)	(378)	(178)	(57)

Sig. <.001

Note: Percentages do not add to 100% due to rounding

Each of the former Little Brothers in the survey was asked to rate the relationship he had with his last Big Brother as well as his second to last Big Brother (if he had more than one). Almost 9 out of every 10 Little Brothers (89%) reporting having an "excellent" or "good" relationship with their last Big Brother. This contrasts with 55% who reported having a similar positive relationship with their second to last Big Brother. See Table 4.5. (There were no significant differences across the 5 different Regions.)

TABLE 4.5: RATING OF RELATIONSHIPS WITH BIG BROTHERS

<u>Rating of Relationship</u>	<u>Last Big Brother</u>	<u>Second Big Brother</u>
Excellent	61.8%	22.4%
Good	27.9	32.5
Fair	7.5	21.1
Poor	<u>2.9</u>	<u>24.1</u>
Total	100.1%	100.1%
(N)	(628)	(228)

Note: Percentages do not add to 100% due to rounding

When examining only those former Little Brothers who had more than one Big Brother (in Table 4.6), it can be seen that among those (55) individuals who experienced a "poor" relationship with their second to last Big Brother fully 98% went on to a better relationship in their next match. More than half (56%) went on to enjoy an "excellent" relationship and another one-third (33%) went on to enjoy a "good" relationship. Similarly, all those (48) who had experienced only a "fair" relationship in their second to last relationship also moved on to a better relationship; 60% went on to enjoy an "excellent" relationship and 40% went on to enjoy a "good" relationship.

These findings appear to suggest that where a Little Brother is experiencing a negative relationship, and where a match is terminated and followed with another matching, there is a strong probability the Little Brother will enjoy a positive relationship in the next match. See Table 4.6.

TABLE 4.6: RATING OF LAST BY SECOND TO LAST RELATIONSHIPS

<u>Rating of Last Relationship</u>	<u>Rating of Second to Last Relationship</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Excellent	61%	49%	60%	56%
Good	18	38	40	33
Fair	14	10	0	9
Poor	<u>8</u>	<u>3</u>	<u>0</u>	<u>2</u>
Total	101%	100%	100%	100%
(N)	(51)	(73)	(48)	(55)

Sig.=.04

Note: Percentages do not add to 100% due to rounding

The importance of "making a good match" cannot be over-emphasized. Where matches result in "poor" relationships, the matches disproportionately end in less than one year. Where matches result in an "excellent" relationship, they disproportionately last years longer. See Table 4.7.

TABLE 4.7: RELATIONSHIP WITH LAST BIG BROTHER AND YEARS IN PROGRAM

<u>Rating of Last Relationship</u>	<u>Total Years in Program</u>						
	<u>Less Than One Year</u>	<u>One Yr. But Less Than Two Yrs.</u>	<u>Two Yrs. But Less Than Three Yrs.</u>	<u>Three Yrs. But Less Than Four Yrs.</u>	<u>Four Yrs. But Less Than Five Yrs.</u>	<u>Five yrs But Less Than Six Yrs.</u>	<u>Six Yrs or More</u>
Excellent	13%	30%	34%	61%	66%	65%	79%
Good	33	42	46	36	25	25	18
Fair	13	26	16	3	4	9	3
Poor	<u>40</u>	<u>2</u>	<u>5</u>	<u>0</u>	<u>4</u>	<u>1</u>	<u>1</u>
Total	99%	100%	101%	100%	99%	100%	101%
(N)	(15)	(50)	(77)	(67)	(71)	(80)	(253)

Sig. <.001

Note: Percentages do not add to 100% due to rounding

Evidence continues to mount in our findings to suggest that the Member agencies of Big Brothers of Ontario have an outstanding ability to make quality matches. Recall earlier that almost 9 out of every 10 Little Brothers enjoyed either an "excellent" or "good" relationship with their last Big Brother. Where there were more than 2 matches involved, the latter tended to also end in an "excellent" or "good" relationship. These positive relationships disproportionately tend to result in long relationships. Even after the match has ended, almost three out of every four (73%) of the Little Brothers continued to have contact with their Big Brother -- and of those, 60% reported having contact with their former Big Brother in 1993. See Table 4.8. Quality matching tends to result in long lasting positive relationships with continued contact more than a decade after the match was made.

TABLE 4.8: CONTACT AFTER THE MATCH ENDED

	Any Contact With Former Big Brother After the Match Ended	Any Contact With Former Big Brother During the Past 12 Months
Yes	73.3%	60.0%
No	<u>26.7</u>	<u>40.0</u>
Total	100.0%	100.0%
(N)	(629)	(458)

The following comments were made by the former Little Brothers and illustrate the nature of some of that contact:

- "My big Brother is now my daughter's godfather"
- One Little Brother who enjoyed an excellent relationship with his Big Brother stated that the Big Brother considers the Little Brother's children to be "his grandchildren"
- "My Big Brother was my best man at my wedding"
- "I was the best man at my Big Brother's wedding"
- "My Big Brother helped me a lot...he kept me out of trouble...I was heading no where fast...he's helping pay for my college education...he changed by life...I had a plaque made for him last year"

Needless to say, the Little Brothers who enjoyed an "excellent" relationship with their Big Brother disproportionately continued to have contact after the match ended and even during the past 12 months. See Tables 4.9 and 4.10.

TABLE 4.9: RATING OF RELATIONSHIP AND LATER CONTACT

<u>Contact After Match Ended</u>	<u>Rating of Relationship with Last Big Brother</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Yes	86%	63%	32%	6%
No	<u>14</u>	<u>37</u>	<u>68</u>	<u>94</u>
Total	100%	100%	100%	100%
(N)	(388)	(175)	(47)	(18)

Sig. <.001

TABLE 4.10: RATING OF RELATIONSHIP AND 1993 CONTACT

<u>Contact During Last 12 Months</u>	<u>Rating of Relationship With Last Big Brother</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Yes	67%	39%	67%	0%
No	<u>33</u>	<u>61</u>	<u>33</u>	<u>100</u>
Total	100%	100%	100%	100%
(N)	(332)	(110)	(15)	(1)

Sig. <.001

The former Little Brothers were asked to elaborate upon their relationships with their last Big Brothers by giving reasons for their ratings. A large number of wide ranging comments were offered; they were analyzed and appeared to cluster into 7 different types of categories. Five of the categories reflect positive comments; one category reflects comments which contained mixed feelings or related to matches which were not ideal; and, one category reflects negative experiences. Fully 86% of the comments fell into the five "positive" categories, 9% were about poor matches, and only 5% described negative experiences with their last Big Brother. With respect to the second to last Big Brother the percentages were expectedly different, at 44% (positive), 31% (mixed feelings or poor matches), and 25% (negative). See Table 4.11.

Earlier, it was noted that overall the relationships with the last Big Brother were more positive than the relationships with the second to last relationship. Therefore, it was expected that the underlying reasons for their ratings of the second to last big Brother would not fall into the positive categories to the same extent as those for the last Big Brother.

TABLE 4.11: UNDERLYING REASONS FOR RATINGS OF RELATIONSHIPS

<u>Last Big Brother</u>	<u>Second to Last Big Brother</u>	<u>Reasons for Ratings</u>	
11.0%	2.7%	1.	Provided father figure/role model/support
39.8	21.6	2.	Provided friendship
21.9	15.3	3.	Provided new experiences and opportunities to go out
9.3	2.7	4.	Provided opportunities to learn and a source of morals and guidance
3.9	1.8	5.	Provided an extension of immediate family
8.9	31.1	6.	Was not a good match/mixed feelings
<u>5.2</u>	<u>24.8</u>	7.	Was not a positive experience
100.0%	100.0%	Total	
(616)	(222)	(N)	

An extensive listing of some of the reasons the Little Brothers gave to explain their ratings of the relationships they had with their Big Brothers is given below. This coding manual is put into the text of the report (rather than in the Appendix) to emphasize why Little Brothers feel the way they do about a relationship that was started over a decade ago. For the most part, the comments are in the respondents own words. For each of the 7 major categories in the coding manual, the reader may refer to Table 4.11 above to see the distribution of responses in terms of frequencies.

CODING MANUAL**Elaborations of the Relationships With Big Brother****1. FATHER FIGURE/ROLE MODEL/SUPPORTIVE****Role Model/Father Figure:**

Someone to look up to

More like a father than a big brother

Helped a lot with not having a father

Always there for me and helped me when I needed it

Straightened me out

He was a father figure for me

He was a role model for me

Supportive:

Supportive of my feelings

Took the time to be there for me

Very understanding

Was there when I needed someone to talk to

He understood me

Gave me emotional support

Helped with my problems

Knew what I needed

Listened to my problems

2. FRIENDSHIP**Friendly/Good Relationship:**

Great friend

Cool/stable/great guy

Clicked well

A lot in common

Liked the same things

Well matched

A natural relationship

Same interests

A lot in common

"Celebrating our 17th anniversary" (LB is now age 26) and still has regular contact

Good friend for life, watched BB's children growing up

Close in age, we had a good relationship

We got along well, we were both disabled people

Good rapport

3. WENT OUT/NEW EXPERIENCES/NEW OPPORTUNITIES

Went out and did things:

Did things together
Went places and had fun
Took me on a Florida vacation
Took me to Bermuda
Went places together

Opportunity to go out:

Gave me a chance to get away from home problems
Got me out of the house
Got to see how other people lived
Had a chance to do things you usually do with a Dad

Provided New Experiences:

Introduced me to new things
Got me out into the world
Showed me different types of work
Gave a new outlook
Showed me things I would never had seen
Got me into sports
Did things I would never had experienced
He was French, I was English....it gave me new opportunities to meet people I wouldn't otherwise have associated with (Excellent Relationship)

4. SOURCE OF MORALS AND GUIDANCE/OPPORTUNITIES TO LEARN

Source of Morals and Guidance:

Gave me vocational guidance
BB taught me about right and wrong
BB taught me to respect myself
BB taught me self confidence and that I "could" do things
BB taught me values
BB gave me guidance
BB was a good influence in life
Taught responsibility
Helped me grow in a lot of respects

Opportunity to Learn:

Encouraged me to go to University (presently a full time University student)
Helped me through school
Encouraged me to stay in school (now a High School graduate)
BB taught me a lot
BB taught everything including sports
BB taught me about the environment and the outdoors

5. FAMILY EXTENSION

Families Involved:

He knitted me into a larger family
He made me feel part of his family....I had 2 families
I was included in his family
I'm part of their family now, they're great people
He and his wife took me to the cottage on weekends
Gave me some brothers and sisters
Both our families are involved together

6. MIXED FEELINGS/NOT A GOOD MATCH

Mixed Feelings:

It wasn't a good match, but we got along fine
Good at the beginning but one day he just didn't show up
Had some good times but also some bad times
He was good but not too close
Didn't see much of each other and when we did, it was as his convenience
We did things together but he was pretty busy....his attention was divided
It was good, but sometimes he had to go to work when he was paged
OK but didn't meet all my emotional needs
He was OK but he was a little mixed up....he got divorced when I was 16

Not a Good Match:

No bonding
Not interested in my problems
Didn't get to know him that well
Didn't agree on some things
No comprehension of how to relate to a 7 yr. old
BB had poor childhood and couldn't relate to my problems
It wasn't a perfect match....BB had a lot of good qualities....BB exposed me to things I wasn't interested in...but it was useful to be exposed to them
Didn't have much in common
Didn't get along
Didn't go out much
Didn't have anything to talk about
Not a good match
He'd have a beer while I watched TV and then I'd have to get someone to drive me home
He was tense and uptight
Too business-like

BB Was Too Young and...

Newly married and not enough time
Immature and lost his licence

BB Was Too Old and...

Didn't know how to relate to boys
 Not interested in outdoor activities
 No similar interests
 Was more like a father than a friend
 Was more like a grandfather and said insensitive things to me that hurt
 I think he wanted a friend for his son
 BB was old, in his 40's
 BB was a senior citizen
 BB was over 70, we were not well matched
 There was too large an age difference
 Really old, we didn't do anything except work in his garden

7. NEGATIVE EXPERIENCE**BB didn't have enough time:**

BB worked a lot
 BB was a fire fighter
 BB was a cop
 BB was head of the Big Brothers organization
 BB didn't realize how much time was involved
 BB started travelling with a band
 BB had 3 of his own kids
 BB worked shifts
 BB cancelled a lot
 BB was busy with his own family
 BB was a big time lawyer
 BB had 2 other LB's at the same time....I couldn't spend enough time with him

Negative Comments:

BB drank too much
 BB lived too far away, one hour drive
 There were a lot of problems
 BB took me to parties with drugs and alcohol
 BB was not enthusiastic or interested
 Disagreement with member of my family....BB sexually assaulted a member of my family (LB had two sisters)
 Just went to his house and watched TV
 Didn't do nothing
 Only took me out when he had to
 BB was unreliable
 BB never showed up
 BB was lackzadazakle....he came from a screwed up family
 He was going through a divorce....he was messed up
 He was too much of a partier....lasted only 1 month
 BB tried to make me follow in his footsteps and tried to be the father I never had--said I was wasting my life
 I'd see him maybe once a month, he'd take me to his work (lasted less than one year)
 BB cheated LB out of something (stole it), LB sued him (this taught LB about the legal system and went on to be a policeman)

He was into it to help someone from the poorer classes and I wasn't (a poor boy)
 BB used LB as slave labour in his business....didn't do social outings....lasted less than 1 year
 BB didn't do much with me....BB wasn't interested....only joined to please his own wife....wife
 wanted kids....BB just picked me up and put me in front of a TV
 Got into a battle....BB had a cottage, LB had a paper route....LB was late for a trip....BB flew off
 the handle....BB has since committed suicide
 BB made me pay my own way to events and I didn't have the money to do things
 BB made sexual advances

The reader is cautioned that the above listing of comments for the two categories -- "6. Mixed Feelings/Not a Good Match" and "7. Negative Experiences", -- are longer than their relative proportion of responses within the survey. Recall that fully 86% of the relationships with the last Big Brother were positive and 44% of the relationships with the second to last Big Brother were positive.

The reason for the disproportionate listing of poor relationships and negative experiences is to provide greater insights into less than ideal relationships.

The former Little Brothers were asked to recall the reasons the match ended with their last Big Brother as well as their second to last Big Brother (if they had more than one). The majority of respondents (60%) said their last match ended because they outgrew the need or had reached the maximum age for having a Big Brother. On the other hand, where the Little Brother had more than one Big Brother, almost three-quarters of second to last matches (74%) ended because of "Big Brother" related reasons -- the Big Brother either, lost interest/didn't have enough time (44.3%), or, moved (29.7%). See Table 4.12.

TABLE 4.12: REASONS MATCHES ENDED

<u>Last Big Brother</u>	<u>Second To Last Big Brother</u>	<u>Reason Match Ended</u>
60.3%	0.5%	* L.B. outgrew the need/reached maximum age
4.3	3.3	L.B. moved
6.8	9.4	L.B. lost interest
12.1	29.7	B.B. moved
10.3	44.3	B.B. lost interest/didn't have enough time
<u>6.3</u>	<u>12.7</u>	Other
100.1%	99.9%	Total
(604)	(212)	(N)

Note: Percentages do not add to 100% due to rounding

- * One L.B. reported his second to last match ended because he no longer had a need; however, he reported that he was later matched with a B.B. again.

The dominant reasons given in the "other" category were that the mother had remarried, it was a mutual decision between the Little Brother and Big Brother, and that the match "wasn't working out". (Also, 6 of the second to last matches, and 4 of the last matches ended with the death of the Big Brother.) The listing below is a sampling of some of the "other" reasons which were given:

Other reason match ended

Mother remarried

BB died - was age 70+

Mother said it wasn't working out

Mother of LB ended it because BB's wife accused LB of theft

LB was getting into too much trouble

BB had a nervous breakdown

BB made sexual advances

BB called it quits because LB got into trouble with the law

Not a good match

Both lost interest - drifted apart

BB Organization terminated BB right out of the organization

Mutual

BB took a short commitment for only 1 year

BB had a criminal record and hadn't told the organization....the organization dropped him

When the former Little Brothers were asked to reflect upon the "best thing" they got out of having a Big Brother, again there was a wide range of comments. And again, they appeared to cluster within the same 7 general categories that emerged when exploring the underlying reasons for their ratings of their Big Brothers. However, there was a difference in the frequency distribution of the responses as well as a subtle difference in the type of response.

Recall earlier (from Table 4.11) that 9% of the their relationships with their last Big Brothers were explained by saying the Big Brothers provided "opportunities to learn and that the Big Brothers were a source of morals and guidance". However, this percentage doubles for this same explanation to 20% when the Little Brothers are asked to name the "best thing" they got out of having a Big Brother.

Similarly, 11% of their last relationships were explained by saying the Big Brothers provided a father figure, role model or support. However, this percentage more than doubles to 28% when the Little Brothers were asked to state the "best thing" they got out of having a Big Brother.

This ability of the respondents to differentiate between the relationship they enjoyed with their Big Brother and their assessment of the "best thing" they got out of having a Big Brother can be seen in Table 4.13.

**TABLE 4.13: BEST THING ABOUT HAVING A BIG BROTHER
AND EXPLANATION OF RELATIONSHIPS**

Explanation of Relationship With Last Big Brother	Best Thing About Having Had a Big Brother	<u>Reasons and Comments</u>
11.0%	28.2%	1. Provided father figure/role model/support
39.8	33.8	2. Provided friendship
21.9	14.3	3. Provided new experiences and opportunities to go out
9.3	20.2	4. Provided opportunities to learn and a source of morals and guidance
3.9	1.5	5. Provided an extension of immediate family
8.9	0.2	6. Was not a good match/mixed feelings
<u>5.2</u>	<u>1.9</u>	7. Was not a positive experience
100.0%	101.0%	Total
(616)	(589)	(N)

Many of the remarks of the respondents were similar in both the "Reasons for Ratings" question and the "Best Thing" question. However, the quality of thought and the soul searching on behalf of the Little Brothers is evident in the subtle differences in the nature of the comments – particularly in the "source of morals and guidance" area. The coding manual for the "Best Thing" question is presented here to allow the reader to capture the flavour of the differences.

CODING MANUAL**Best thing about having a Big Brother****1. FATHER FIGURE/ROLE MODEL/SUPPORTIVE****Male Role Model/Father Figure:**

BB was an older male role model
Gave me a sense of doing things with an older man
Good to have someone to look up to
Male companionship
Father figure
A chance to do things with a father image
Able to talk to an older male
Taught a lot about life and girls...my mother was a single parent
Experience and knowledge I couldn't get with my mother

Supportive:

Was there when I needed him
Someone to turn to with problems
Someone to talk to about my problems - mother had her own problems
Needed someone to talk to
Someone to confide in
Gave me advice

2. FRIENDSHIP**Friend/Good Relationship:**

A friend for life
A pal
Older friend, not an authority figure
Someone to do things with
Met a very good friend
Developed a solid relationship
Different experience than a father or brother
Someone to listen to me

3. WENT OUT/NEW EXPERIENCES/NEW OPPORTUNITIES**Went Out and Did Things:**

Gave extra recreation time
Got to go out and do things with other kids in same situation

Opportunity to Go Out:

A chance to go places and do things
A chance to go out and meet people

Provided New Experiences:

Exposed to different things

I did things I wouldn't have had a chance to do

New experiences

It gave me new experiences outside the family. A single mother can only do so much. My Big Brother provided these experiences

Gave me an opportunity to see how a 2 parent family worked

4. SOURCE OF MORALS AND GUIDANCE/OPPORTUNITIES TO LEARN**Source of Morals and Guidance:**

Influenced me....inspired me to be a BB....have been for 9 years

Kept me out of trouble with the law

Gave guidance

Made me want to help other kids

Encouraged me to go to university (I did)

Taught me right from wrong

My Big Brother made me what I am today in terms of ideals, morals and priorities.

Influenced me to go to university....he broadened my horizons and had a whole different perspective

Gave me self confidence

Taught me how to deal with people

Taught right from wrong

Learned ethics

Got self esteem

Sense of well being

Self assurance

Creativity

Resourcefulness

Self respect

Taught me never to give up

Gave direction in life

Gave guidance

Developed confidence (I needed to relate to people outside the family)

Insight

Builds self confidence

Developed a positive attitude towards life

Because of his influence, I am employed and a home owner

I feel motivated to be a BB

Opportunity to Learn:

Taught me how to ski

Learned a lot of skills

Learned about sports

Learned to play drums

Learning experience

Gave me Bush knowledge (northern Ontario resident)

5. FAMILY EXTENSION

Families Involved:

Knowing a second family
Knowing the BB's wife and children....the whole family
Spent time with BB and his family
Spent more time with BB's family than with BB alone
Getting to know his family

6. MIXED FEELINGS: NOT A GOOD MATCH

Mixed Feelings:

Some things were good, some not so good

7. NEGATIVE EXPERIENCE

Negative Comments:

Nothing
Not much....only went out once....relationship lasted 2 months

The listing above for "6. Mixed Feelings" and "7. Negative Experience" is short -- only 3 comments are presented and represents 4% (3/72) of the total comments listed. Whereas only 2% of survey's total responses to this question fell into these two categories, this listing above is presented in relative proportion to their frequency in the overall survey.

As a summary measure of their overall satisfaction with the Big Brother program, the respondents were asked the following question:

"Taking everything into account, and including such things as agency events, staff, camps, and so on, how satisfied were you with your overall involvement in the Big Brother program...very satisfied, somewhat satisfied, somewhat dissatisfied or very dissatisfied?"

Now that the former Little Brothers have been away from the program for a number of years, they have grown, matured, and are in a good position to provide this type of assessment. The question was designed to take the focus away from their Big Brothers and to direct their thoughts towards the program "as a whole". Fully 97% were satisfied with their involvement -- 68% said they were "very satisfied" and 29% said they were "somewhat satisfied". Only 3% were either "somewhat" or "very" dissatisfied. See Table 4.14.

TABLE 4.14: SATISFACTION WITH OVERALL INVOLVEMENT**Satisfaction With Overall Involvement in Big Brothers Program**

Very Satisfied	68.0%
Somewhat Satisfied	29.4
Somewhat Dissatisfied	2.0
Very Dissatisfied	<u>0.7</u>
Total	100.1%
(N)	(613)

The fact that only 16 (2.7%) of the 613 respondents who answered this question expressed "dissatisfaction", a meaningful comparison between those who were "satisfied" and those who were "dissatisfied" is difficult.

The former Little Brothers were asked to give reasons to explain their level of satisfaction. From a review of their responses, most of the respondents were able to separate their thoughts about their Big Brother(s) and the program as a whole. However, 14% continued to give "Big Brother" related comments to explain their feelings about the overall program. This type of answer is in fact an appropriate response since some former Little Brothers identified their Big Brother as the extent of their involvement with the program. In fact, another 14% had little contact with the organization after being matched yet remained satisfied. See Table 4.15.

TABLE 4.15: EXPLANATIONS FOR LEVEL OF SATISFACTION

	<u>Explanations Given for Levels of Satisfaction</u>
32.2%	1. Enjoyed Events
15.3	2. "Organizational" comments
14.0	3. "Big Brother" comments
12.0	4. Received Support
5.8	5. Opportunity to Socialize
14.1	6. Little Contact with Agency Later
2.5	7. Inefficient Matching
<u>4.1</u>	8. Negative Reactions
100.0%	Total
(608)	(N)

Only 2.7% of the Little Brothers (in Table 4.14) were dissatisfied with the program, yet 4.1% above had negative reactions and 2.5% above commented about inefficient matching. Some respondents who were satisfied with the overall program gave less than positive explanations for their reasons.

The full richness and flavour of the in-program experiences and impressions of the former Little Brothers' involvement in the program can be captured by a review of the comments made by the respondents when answering this question. See the Coding Manual below.

CODING MANUAL

Reasons for Overall Program Satisfaction and Dissatisfaction

1. EVENTS

Events:

Went to events:

- Bowlathon
- Car Rally
- Parades
- Soap Box Derby
- Camp
- Canoeing
- Fishing

Swimming
Jamborees
Hiking
Airplane Rides
Football
Hockey
Baseball
Sailing
Pool Tournament
Basketball
Movies
Scavenger Hunt
Corn Roast
Pool tables

Good to go to events, not the only one without a father
Went to all the events....it was something to look forward to....BB would cancel other things to go to events with me
Enroled in hockey....couldn't have afforded equipment otherwise
Something happening every week
Always had events going on
Camp was fun, I went every year
Pool hall was fun
Opportunities to do things
Things to look forward to
Got to do things I ordinarily couldn't
Being involved

2. ORGANIZATION RELATED COMMENTS

Organization Related Comments:

Well run organization
Good structure
They monitored the relationship
Well organized
Events well managed
Informed me about events
Very professional
Organization kept in touch
Program was good
A lot of good programs
Adequate attention from agency
System was great, they matched you perfectly
Good matching
Matched two perfect strangers real well
Made a quick match
Left an overall good impression
The program was well structured and emphasized an understanding between two people
If LB wasn't participating, everyone got him involved

Director got me involved in a lot of things
Feels he should repay agency (Is now a BB himself)
Agency genuinely cared, always interested in me....I have a bursary from them now
Everything they said would happen, happened
Organization is full of good people....Agency treated everybody like family
Happy with the whole program
Agency did the match perfectly
Great service
I got into sports through the association
The program as a whole meant a lot
A good program....BB had little time to do a lot of the activities
They are great at helping people who are in the sort of situation I was in
A good program....A lot of individuals need that one to one mentoring
Made good matches
Program worked good
The way paired us up
Everything was very professional
Everyone was always working together
Everything they did was well planned
Good matching
Good thing to be part of
Facilities were good

3. BIG BROTHER RELATED COMMENTS

Big Brother Related Comments:

Moulded me into what I am today
Enjoyed being around BB
BB was one of my best friends
BB was fun
BB filled a void
BB took me out into the world
A lot in common
BB taught traditional values
BB was a good influence
It was like having a father I never had
Nice to have someone just for me
I met someone really nice -- my BB
Gave me a male role model

4. SUPPORTIVE

Provided Support:

Filled a need
Helped me develop as a person
Got me through hard times
When you don't have a Dad, it's really great to have someone fill in like that
Helped me through a difficult period
Helped me out when I didn't have someone to go to

Helped me to grow up
BB took over family when mother got sick
Kept me out of trouble
"It gave me someone to talk to in a rough time in my life and sent me in the right direction as opposed to possibly ending up in jail. He helped make me what I am today." (LB now earns over \$60,000 per year - age 25 and owns his own business)
Very much needed after a loss in the family
Gave me what I needed during those years
Felt like I was wanted
Did a lot for me
It's nice to have the support
They gave good support for me before I was matched
Overall positive experience....had a good effect on me
Got a lot out of it
My BB was a big influence. I was going down the wrong road and would have ended up in jail. My BB helped me out...I would have been doing 10 to 20 without him...He was like a father to me. (This LB is now married, a father at age 26, he earns between \$40,000 and \$50,000 per year)

5. OPPORTUNITY TO SOCIALIZE

Opportunity to Socialize:

Got to meet kids in the same situation and realized my situation was acceptable
I was the only child and got to meet other kids
Didn't know anyone else at the time
Met people like myself
Learned to enjoy being with people
Opportunity to meet people
Enjoyed going out with other people
Had other kids to do things with
There was a group of five LB's because they were short of BB's. It was better than being one on one, it was nice to meet other LB's
Got out to meet people

6. LITTLE CONTACT WITH AGENCY LATER

Little Contact with Program's Events (After being matched):

We didn't go to BB events and I didn't care....I liked doing things one on one with my BB
The agency brought us together and that was about it
Enjoyed doing things on our own
Didn't do much with the organization....wouldn't trade the experience for anything....best thing that happened to me
Not involved with events (very dissatisfied with organization)....had an excellent relationship for more than 6 years with BB

7. MATCHING INEFFICIENT

Matching System Inefficient

Took too long to get a BB

Didn't have the same interests

Only participated in one camp....had a great time....BB was a lot older than LB and not interested in the same things

BB and LB didn't get along

Not always comfortable

Not the best situation, father/son relationship

8. NEGATIVE COMMENTS

Negative Comments:

Program was boring

Could have been more organized

Not enough events

Never did anything together....BB's son always came along....LB felt like a third wheel

At the time, the agency was new....it was a small town...they did the best they could

I was not told why my match ended....it left me worst off than when I started....my dad had just died then I lost my BB too....(lasted less than 1 year)

Was cut off from having BB while seeing father for visitations

All they had was a Christmas party

Could only recall two events

Poor communication about events

Not enough activities

Activities were disorganized

Didn't get much out of it

The reader is again cautioned. The number of examples given above in the "Inefficient Matching" and "Negative Comments" categories are higher than their proportionate number of comments in the actual survey. In the listing above, 13% (19/139) of the comments fall into these two categories. In the overall survey, only 6.6% fell into the same two categories.

Again, the reasons for this disproportionate listing is to provide greater insights into areas where there was dissatisfaction with the overall program.

When the respondents' explanations for their level of satisfaction were examined across the 5 Regions, statistically significant differences were observed:

- Little Brothers from Southern Ontario disproportionately offered "involvement in agency events" as their reason for satisfaction and were disproportionately less likely to mention "Big Brother" related comments.
- Little Brothers from Eastern Ontario disproportionately offered "organizational related" comments as their reason for satisfaction and were disproportionately less likely to mention receiving "support".
- Little Brothers from Northern Ontario were disproportionately less likely to offer "opportunities to socialize" and less likely to report "little contact with the agency later".
- Little Brothers from Toronto disproportionately reported "little contact with the agency later".
- Little Brothers from Western Ontario were disproportionately less likely to offer "negative" comments.

See Table 4.16 for a comparison of the reasons by Region.

TABLE 4.16: EXPLANATIONS FOR LEVELS OF SATISFACTION BY REGION

<u>Explanations for Levels of Satisfaction</u>	<u>Region</u>				
	<u>North</u>	<u>East</u>	<u>West</u>	<u>South</u>	<u>Toronto</u>
Events	33%	28%	29%	39%	26%
Organization	15	21	13	13	16
Big Brother	18	17	17	8	14
Support	18	8	13	11	11
Socialize	4	6	7	6	6
Little Contact	5	15	18	15	19
Inefficient Matching	2	2	2	5	0
Negative Reaction	<u>5</u>	<u>4</u>	<u>1</u>	<u>3</u>	<u>8</u>
Total	100%	101%	100%	100%	100%
(N)	(130)	(105)	(100)	(189)	(84)

Sig. = .02

Note: Percentages do not add to 100% due to rounding

As mentioned earlier, it is difficult to make meaningful comparisons between those Little Brothers who were "satisfied" with their overall involvement in the program and those who were "dissatisfied" – only 12 respondents were "somewhat dissatisfied" and only 4 were "very dissatisfied". However, when these 16 former Little Brothers are combined into one "dissatisfied" category and compared with those who were "very satisfied" and with those who were "somewhat" satisfied, the best predictors of level of satisfaction were the "length of time" an individual had a Big Brother altogether and the "quality of the relationship".

The level of satisfaction increases with the number of years an individual had a Big Brother altogether. From Table 4.17, it can be seen that the percentage of former Little Brothers who were "very satisfied" with the program increases with the "number of years" matched altogether. Whereas only one-third (33%) of the respondents who were in the program less than one year were "very satisfied", fully three-quarters (76%) who were in the program 6 or more years were "very satisfied".

TABLE 4.17: LEVEL OF SATISFACTION AND YEARS IN PROGRAM

<u>Rating of Last Relationship</u>	<u>Number of Years Matched With a Big Brother Altogether</u>						
	<u>Less Than One Year</u>	<u>One Yr. But Less Than Two Yrs.</u>	<u>Two Yrs. But Less Than Three yrs.</u>	<u>Three Yrs. But Less Than Four Yrs.</u>	<u>Four Yrs. But Less Than Five Yrs.</u>	<u>Five yrs But Less Than Six yrs.</u>	<u>Six Yrs or More</u>
Very Satisfied	33%	56%	57%	70%	70%	68%	76%
Somewhat Satisfied	42	40	38	30	27	29	24
Dissatisfied	<u>25</u>	<u>4</u>	<u>5</u>	<u>0</u>	<u>3</u>	<u>3</u>	<u>1</u>
Total	100%	100%	100%	100%	100%	100%	100%
(N)	(12)	(48)	(76)	(66)	(71)	(79)	(247)

Sig. <.001

Note: Percentages do not add to 100% due to rounding

There was no significant difference between the "number of Big Brothers" an individual had and his "level of satisfaction" with the program.

The level of satisfaction, however, increases with the quality of the relationship between a Little Brother and his Big Brother. Where the relationship was "poor", 29% of the respondents were "very satisfied"; but, where the relationship between a Little Brother and his last Big Brother was "excellent", the percentage increases substantially to 78% who were "very satisfied". See Table 4.18.

TABLE 4.18: LEVEL OF SATISFACTION AND RELATIONSHIP WITH BIG BROTHER

<u>Satisfaction With Overall Involvement</u>	<u>Rating of Relationship With Last Big Brother</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Very Satisfied	78%	61%	27%	29%
Somewhat Satisfied	21	38	60	47
Dissatisfied	<u>1</u>	<u>2</u>	<u>13</u>	<u>24</u>
Total	100%	101%	100%	100%
(N)	(378)	(172)	(45)	(17)

Sig. < .001

Note: Percentages do not add to 100% due to rounding

There were no significant differences in "levels of satisfaction" across the 5 Regions.

SUMMARY

This chapter described the **in-program experiences and impressions** of clients being served by the Big Brother program.

The matching system employed by the Member agencies of Big Brothers of Ontario appears to work quite well:

- 90% of L.B.'s had only one or two B.B.'s
- 54% of L.B.'s had a B.B. for 5 years or more
- 89% of L.B.'s enjoyed an "excellent" or "good" relationship with their last B.B.

Where a former Little Brother had more than one Big Brother while being in the program, and where the second to last relationship was rated as "poor", 98% went on to a better relationship; similarly, all those who had experienced only a "fair" relationship in their second to last relationship went on to a better match -- 60% went on to enjoy an "excellent" relationship and 40% went on to enjoy a "good" relationship.

Quality matching tended to result in long lasting positive relationships with continued contact between the Little Brother and Big Brother more than a decade after the match was made:

- 79% of L.B.'s who had a B.B. for 6 or more years enjoyed an "excellent" relationship with their last B.B.
- 73% of L.B.'s had contact with their last B.B. after the match ended; and 60% of these L.B.'s had contact in 1993

The reasons that matches came to an end were examined:

- 60% of the L.B.'s last match ended when the L.B. outgrew the need for a B.B. or reached the maximum age
- 74% of a second to last match ended due to "B.B. reasons" -- the B.B. moved or lost interest. (Recall the substantial improvement in the quality of the next match.)

The Little Brothers were asked about "the best thing" they got out of having a Big Brother. The four most often mentioned responses were:

- 34% friendship
- 28% father figure, role model, or support
- 20% a source of guidance and morals/provided opportunities to learn
- 14% new experiences and opportunities to go out

When asked about their overall involvement in the program, 97% were satisfied:

- 68% were "very" satisfied and 29% "somewhat" satisfied

When asked to give reasons for their level of satisfaction, the most frequently mentioned explanations were:

- 32% enjoyed the events
- 15% gave organization-related comments
- 14% gave Big Brother related comments
- 14% had little involvement with the agency later; and most were either "very" or "somewhat" satisfied
- 12% indicated they received support

The best predictors of level of satisfaction with the overall program were (1) the number of years a Little Brother had a Big Brother altogether, and, (2) the nature of the relationship between the Little Brother and Big Brother.

The level of satisfaction tends to increase as the number of years an individual has a Big Brother altogether increases.

The level of satisfaction tends to increase as the quality of the relationship between the Little Brother and Big Brother increases.

5.0 POST-PROGRAM: LONG-TERM OUTCOMES

5.0 POST-PROGRAM: LONG-TERM OUTCOMES

In Chapter Three, we described the pre-program early childhood background of the Little Brothers. In Chapter Four, their in-program experiences and impressions were presented. This chapter focuses upon the post-program situations of the former Little Brothers more than a decade after they were first matched with a Big Brother. Their present socio-economic situation is described and their social psychological attitudes are explored.

Present Socio-Economic Situation

An examination of the age distribution of our 1994 respondents reveals that at the time of the interview 628 of the 629 former Little Brothers were between the ages of 18 and 33. This was expected and is due to the methodology employed in the design of the study. (The member agencies of Big Brothers of Ontario were asked to submit the names of Little Brothers who were on caseload as of December 31, 1980.)

There was one exceptional case of a Little Brother from Eastern Ontario who was only 16 years old at the time of the interview. He reported he was only 3 years old when he was first matched with a Big Brother. That match lasted until he was 5 years old and he was later matched with a second Big Brother at age 9.

More than half our sample is between the ages of 23 and 26 (inclusive). The average age of the former Little Brothers in our study is 24.8 years. This study, therefore, provides an excellent opportunity to see how the Little Brothers "turned out" as they have developed into mature young adults years after having been involved in the Big Brother Program. For the present age distribution of our sample see Table 5.1.

TABLE 5.1: AGE DISTRIBUTION OF SAMPLE**Age of Former Little Brothers at Time of Interview**

<u>Age</u>	<u>Percentage of Sample</u>
16	0.2%
18	0.3
19	1.0
20	1.9
21	5.6
22	12.6
23	13.0
24	13.8
25	11.9
26	12.2
27	8.7
28	10.5
29	5.7
30	1.3
31	0.6
32	0.5
33	<u>0.2</u>
Total	100.0%
(N)	(629)

Average Age At Time of Interview = 24.8 years

To further illustrate the "growth" of the Little Brothers, one-third (33%) reported that they had been married, and, almost one-quarter (23%) reported they had children of their own. See Tables 5.2 and 5.3.

TABLE 5.2: PRESENT MARITAL STATUS OF SAMPLE

<u>Present Marital Status</u>	
Never Married	66.9%
Married/Common-Law	30.2
Separated	1.7
Divorced	1.0
Widowed	<u>.2</u>
Total	100.0%
(N)	(629)

TABLE 5.3: RESPONDENTS WITH CHILDREN OF THEIR OWN

<u>Have Children of Their Own</u>	
Yes	22.8%
No	<u>77.2</u>
Total	100.0%
(N)	(627)

The level of formal education acquired by the former Little Brothers was examined. Only 18% reported they had not graduated from high school; 34% had completed high school or an apprenticeship; 24% had completed "some" college or university; and, 24% had graduated from college or university (or were post-graduates). See Table 5.4.

TABLE 5.4: EDUCATIONAL LEVELS OF SAMPLE**Highest level of Schooling Completed**

Grade School or Less	1.0%
Some High School	17.3
Graduated High School (or equivalent)	31.6
Apprenticeship completed	2.6
Some College	14.2
Graduated College	15.3
Some University	9.9
Graduated University	6.9
Post Graduate	<u>1.3</u>
Total	100.1%
(N)	(626)

Note: Percentages do not add to 100% due to rounding

On the whole, the former Little Brothers appear to have achieved higher educational levels than one might expect having come from lone-parent family backgrounds with economic disadvantages. As a matter of fact, when compared to the total population of persons their own age, the former Little Brothers actually attained higher educational levels than others their own age in the general population.

In a Statistics Canada publication, "Educational Attainment of Canadians", a 1986 Census of Canada report (Catalogue 98-128), the percentage of Secondary School Graduates are presented for selected age groups. (Unfortunately, data from the 1991 Census -- comparing education for selected age groups -- were not available for comparison at the time of writing this report.)

When age groupings from the Census data are compared with similar age groupings in our sample, it can be seen that approximately 80% of the former Little Brothers and only 60% of other people their own age had graduated from High School. See Table 5.5.

TABLE 5.5: PERCENTAGE OF HIGH SCHOOL GRADUATES BY AGE

	<u>Age 20-24 years</u>		<u>Age 25-34 years</u>		
	<u>Census Population Data</u>	<u>Former Little Brothers</u>	<u>Census Population Data</u>	<u>Former Little Brothers</u>	
<u>Percentage of Secondary School Graduates</u>	61%	—	59%	—	80%

Note: The Census Data grouping for age 25-34 is compared with the former Little Brother grouping for age 25-33.

Recall from Chapter Four, where the respondents gave explanations for their ratings of the relationship with their Big Brothers, some respondents who reported a positive relationship explained that, "he encouraged me to go to University", "he helped me to stay in school", etc. Similar comments emerged when the former Little Brothers were asked what was the "best thing" they got from having a Big Brother; e.g., "he influenced me to go to University...he broadened my horizons and had a whole different perspective". Also, when asked if they have had contact with their former Big Brother during the past 12 months, one respondent noted that his Big Brother is presently "helping pay for my college education". From these types of comments, it can be seen that some Big Brothers tended to have an impact upon their Little Brother in terms of their educational attainment.

There is also empirical evidence in the survey that the relationship between a Big Brother and a Little Brother does in fact impact upon the level of education attained by the Little Brother. Where the relationship between the two individuals was described as "excellent", 26% of the respondents reported they were either college or university graduates at the time they were interviewed -- only 17% of those with a "fair" relationship, and, 6% of those with a "poor" relationship had achieved the same high level of education. See Table 5.6.

TABLE 5.6: EDUCATION ATTAINMENT AND RELATIONSHIP WITH LAST BIG BROTHER

<u>Education Attained</u>	<u>Relationship With Last Big Brother</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Some High School or Less	19%	15%	22%	22%
Graduated High School or Apprenticeship Complete	32	38	41	22
Some College or University	22	27	20	50
Graduated College or University	26 --- —	20 --- —	17 --- —	6 —
Total	99%	100%	100%	100%
(N)	(386)	(175)	(46)	(18)

Sig. = .05

The discussion above has related to the "highest level of schooling completed". However, within our total sample, 17% reported they were presently a full-time student when asked about their current "employment situation". Therefore, the level of education attained and reported above for the full sample of Little Brothers will likely be higher as the current students move on to complete their formal education. For the distribution of responses regarding present "employment situation", see Table 5.7.

TABLE 5.7: PRESENT EMPLOYMENT STATUS

	<u>Present Employment Situation</u>	
	<u>Total Sample</u>	<u>Non-Students Only</u>
Employed full-time	58.5%	70.5%
Employed part-time	9.3	11.2
Unemployed, but looking for work	12.8	15.4
Unemployed and not looking for work	2.4	2.9
Full-time student	<u>17.1</u>	<u>—</u>
Total	100.1%	100.0%
(N)	(626)	(519)

Note: Percentages do not add to 100% due to rounding

The present unemployment rates for the former Little Brothers were compared with the unemployment rates for comparable selected age groups in the general Ontario population through the use of the Labour Force Annual Averages for 1993 published by Statistics Canada.

Unemployed, as defined for our survey group, includes unemployed, but looking for work (12.8%) plus unemployed and not looking for work (2.4%). (The latter group includes discouraged workers and those with illnesses or other personal problems.) The overall current unemployment rate for our respondents, therefore, was 15.2%. The unemployment rate for the 20-24 age group was 15.3%; and, for the 25-33 age group it was 14.9%.

When the unemployment rates for former Little Brothers, who came from lone-parent family backgrounds, are compared with similar rates of the general population, it can be seen that, overall the rates are very similar. The disadvantaged background of the former Little Brothers did not appear to impact negatively on their ability to find work or be employed when compared to other people their own age. Fewer of the respondents in the younger age group were unemployed when compared to the general population but the reverse was true for the older age group. See Table 5.7(a).

TABLE 5.7(a): UNEMPLOYMENT RATES BY AGE

	<u>Age 20-24 years</u>		<u>Age 25-34 years</u>	
	<u>Labour</u> <u>Population</u> <u>Average</u>	<u>Former</u> <u>Little</u> <u>Brothers</u>	<u>Labour</u> <u>Population</u> <u>Average</u>	<u>Former</u> <u>Little</u> <u>Brothers</u>
<u>Unemployment</u> <u>Rate</u>	20.5%	--	15.3%	11.9% -- 14.9%

Note: The Statistics Canada grouping of males age 25-34 is compared with the former Little Brother grouping for age 25-33.

When asked what they considered their usual occupation to be, 63% of the non-students worked in "blue collar" jobs and 37% worked in "white collar" occupations. See Table 5.8.

TABLE 5.8: USUAL OCCUPATION

<u>Usual Occupation: Non-Students</u>	
White Collar	37.3%
Blue Collar	<u>62.7</u>
Total	100.0%
(N)	(502)

The following examples indicate the wide range of occupations in which the former Little Brothers are presently employed:

Architect	Clergyman	Childcare Worker
Musician	Truck Driver	Program Analyst
Salesman	Grocery Clerk	Construction Worker
Upholsterer	Engineer	Cook

When examined across each of the 5 Regions, there were no significant differences with respect to "present employment situation". However, in Toronto, there was a disproportionate number of former Little Brothers (52%) now working in white collar jobs; and in Northern Ontario, a disproportionate number (69%) working in blue collar occupations. See Table 5.9.

TABLE 5.9: USUAL OCCUPATION BY REGION

<u>Usual Occupation</u>	<u>REGION</u>				
	<u>North</u>	<u>East</u>	<u>West</u>	<u>South</u>	<u>Toronto</u>
White Collar	31%	45%	36%	33%	52%
Blue Collar	<u>69</u>	<u>55</u>	<u>64</u>	<u>68</u>	<u>48</u>
Total	100%	100%	100%	101%	100%
(N)	(110)	(91)	(86)	(157)	(58)

Sig. = .03

Note: Percentages do not add to 100% due to rounding

When asked if they were ever unemployed and looking for work for more than 6 months in a row, almost one-third (32%) replied "yes". See Table 5.10. (There were no significant differences across the 5 Regions.)

TABLE 5.11: PERCENTAGE UNEMPLOYED FOR SIX MONTHS

<u>Percentage Unemployed for 6 Months In A Row</u>	
Yes	32%
No	<u>68</u>
Total	100%
(N)	(519)

The respondents in the survey were asked about their personal income from all sources in 1993. Those Little Brothers who reported themselves as full-time students have been excluded from the findings below given that they are still in school and not yet in the labour market. The income distribution for the non-students is presented in Table 5.12.

TABLE 5.12: PRESENT PERSONAL INCOME**Personal Income From All Sources For 1993**

Less than \$10,000	15.0%
\$10,000, but less than \$20,000	29.2
\$20,000, but less than \$30,000	24.4
\$30,000, but less than \$40,000	16.8
\$40,000, but less than \$50,000	8.0
\$50,000, but less than \$60,000	3.2
\$60,000 or more	<u>3.4</u>
Total	100.0%
(N)	(500)

Note: According to Perspectives, a Spring 1994 Statistics Canada publication, in the Labour Force Income Profile, the median income for tax filers in Ontario for 1991 was reported at \$21,500. The median in our sample is "\$20,000, but less than \$30,000" for 1993.

The usual relationship between education and income was observed in our study. Whereas only 8% of the respondents who did not complete high school reported an annual income of \$40,000 or more, this percentage more than triples to 28% of college or university graduates similarly earning \$40,000 per year or more. See Table 5.13.

TABLE 5.13: PERSONAL INCOME AND EDUCATION

<u>Present Income</u>	<u>Highest Level of Schooling Completed</u>			
	<u>Less Than High School</u>	<u>High School/ Apprenticeship Completed</u>	<u>Some College or University</u>	<u>College or University Graduate</u>
Less than \$10,000	24%	15%	9%	11%
\$10K, but less than \$20K	38	26	36	22
\$20K, but less than \$30K	17	27	33	22
\$30K, but less than \$40K	14	20	13	18
\$40,000 or more	<u>8</u> - - -	<u>12</u> - - -	<u>10</u> - - -	<u>28</u>
Total	101%	100%	101%	101%
(N)	(103)	(192)	(80)	(123)

Sig. < .001

Note: Percentages do not add to 100% due to rounding

In an attempt to further explain variations in income levels, a relationship was found between the number of years an individual had a Big Brother altogether and the total personal income in 1993. Former Little Brothers who had a Big Brother for the longest periods of time disproportionately earned the highest income. Whereas only 10% of the respondents who had a Big Brother for less than 2 years were now earning in excess of \$40,000 annually; this percentage more than doubles to 21% for former Little Brothers who had a Big Brother for 6 years or more. See Table 5.14.

TABLE 5.14: PRESENT INCOME AND NUMBER OF YEARS WITH A BIG BROTHER ALTOGETHER

<u>Present Income</u>	<u>Total Number of Years L.B. Had a B.B. Altogether</u>			
	<u>Less Than 2 Yrs.</u>	<u>Two or 3 Yrs.</u>	<u>Four or 5 Yrs.</u>	<u>Six Years or More</u>
Less than \$10,000	17%	19%	8%	16%
\$10K, but less than \$20K	17	32	30	30
\$20K, but less than \$30K	33	27	28	18
\$30K, but less than \$40K	23	13	21	15
\$40,000 or more	<u>10</u> ---	<u>9</u> ---	<u>13</u> ---	<u>21</u>
Total	100%	100%	100%	100%
(N)	(52)	(111)	(123)	(199)

Sig. = .008

One might naturally expect that within the 18-33 age group, income levels would vary with age. For example, a 30 year old person could be expected to have accumulated more education and more work experience. These individuals, therefore, could be expected to earn a higher personal income than a 20 year old individual with less experience. In fact, the survey data support this expectation. Only 4% of the younger former Little Brothers, who are now age 23 or less, earn \$40,000 or more annually. On the other hand, 28% of the older former Little Brothers, age 27 or over, earn \$40,000 or more. See Table 5.15.

TABLE 5.15: INCOME AND AGE

<u>Present Income of Former L.B.</u>	<u>Less Than 23 yrs. Old</u>	<u>Age 24 to 26</u>	<u>Age 27 or Older</u>
Less than \$10,000	30%	10%	7%
\$10K, but less than \$20K	39	30	19
\$20K, but less than \$30K	22	29	21
\$30K, but less than \$40K	6	18	26
\$40,000, or more	<u>4</u> - - -	<u>13</u> - - -	<u>28</u>
Total	101%	100%	101%
(N)	(152)	(195)	(153)

Sig. < .001

Note: Percentages do not add to 100% due to rounding

This section of the report may appear to some readers to be getting unnecessarily complicated. However, any claim that the Big Brother program might have an impact upon the levels of personal income that a Little Brother might enjoy in the future requires close scrutiny and a rigorous approach to the analysis to rule out extraneous variables.

To take the analysis one step further, it was discovered that respondents who had Big Brothers for the longest periods of time disproportionately were in the oldest age grouping (age 27 and over). See Table 5.16.

**TABLE 5.16: NUMBER OF YEARS WITH A BIG BROTHER
AND PRESENT AGE OF FORMER LITTLE BROTHER**

<u>Present Age of Former L.B.</u>	<u>Total Number of Years L.B. Had a B.B. Altogether</u>			
	<u>Less Than 2 Yrs.</u>	<u>Two or 3 Yrs.</u>	<u>Four or 5 Yrs.</u>	<u>Six Years or More</u>
Less than age 23	34%	34%	17%	34%
Age 24 to 26	40	43	49	32
Age 27 or over	<u>26</u> ---	<u>24</u> ---	<u>34</u> ---	<u>34</u>
Total	100%	101%	100%	100%
(N)	(53)	(115)	(129)	(207)

Sig. =.004

Note: Percentages do not add to 100% due to rounding

At this point, it is appropriate to summarize the findings of the last 3 tables:

<u>Table 5.14</u>	Most Years With a B.B. Altogether	----->	Highest Total Income
<u>Table 5.15</u>	Oldest Age Grouping	----->	Highest Total Income
<u>Table 5.16</u>	Most Years With a B.B. Altogether	<----->	Oldest Age Grouping

Given the inter-relationships between "age", "present income", and, "number of years matched with a Big Brother altogether", it is necessary to examine the relationship between the latter two variables "controlling" for the "present age" of the former Little Brothers. In other words, it must be determined if the number of years an individual has a Big Brother has an impact upon the future income levels of the former Little Brothers, regardless of the Little Brothers' age.

When this was done, no significant relationship was found within the youngest or middle age groupings. However, within the oldest age group (27-33 years) the relationship still holds and is statistically significant. Only 14% of the oldest former Little Brothers who had a Big Brother for a relatively short

period of time were in the highest income bracket. This percentage more than doubles to 38% for those who had a Big Brother for 6 or more years. See Table 5.17.

For the younger former Little Brothers, there was no relationship between the length of time the Little Brother was matched and his later level of income.

Among the oldest former Little Brothers, those who were in the program for the longest period of time were disproportionately earning the highest income. In other words, within the age group that has had the most opportunity to gain greater education or work experience, there is an observable income advantage for those who were matched with a Big Brother the longest.

**TABLE 5.17: PRESENT INCOME AND NUMBER OF YEARS WITH A BIG BROTHER
CONTROLLING FOR AGE 27 TO AGE 33**

<u>Age 27 - 33</u>				
<u>Total Number of Years L.B. Had a B.B. Altogether</u>				
<u>Present Income</u>	<u>Less Than 2 Yrs.</u>	<u>Two or 3 Yrs.</u>	<u>Four or 5 Yrs.</u>	<u>Six Years or More</u>
Less than \$10,000	7%	4%	2%	9%
\$10K, but less than \$20K	7	17	19	22
\$20K, but less than \$30K	29	33	33	7
\$30K, but less than \$40K	43	29	21	25
\$40,000 or more	<u>14</u> -----	<u>17</u> -----	<u>24</u> -----	<u>38</u>
Total	100%	100%	100%	100%
(N)	(14)	(24)	(42)	(69)

Sig. = .045

Note: Percentages do not add to 100% due to rounding

Regarding the source of their personal income, the former Little Brothers were asked if most of that income came from "employment earnings", or, "from some type of Social Assistance such as Unemployment Insurance, Family Benefits, and so on". The vast majority (86.8%) of non-students

reported "employment earnings" as the major source; while only 12.4% reported "Social Assistance" as the major source of income. See Table 5.18.

TABLE 5.18: SOURCE OF PRESENT INCOME:NON-STUDENTS

Major Source of 1993 Income: Non Students

Employment Earnings	86.8%
Social Assistance	12.4
Other	<u>0.8</u>
Total	100.0%
(N)	(519)

When the present source of income for these young adults is compared with the source of family income in their early childhood years, there is an opportunity to explore what has become known as the "Welfare Cycle".

The Toronto Star, on August 15, 1987, in an article titled "Breaking the Welfare Cycle", referred to a study of 600 single parents who were receiving family benefits and noted that "38 per cent had either a parent or child on welfare....It was Ontario's first glimpse of inter-generational welfare dependency".

In Chapter Three, we described the major source of family income when the respondents were in the Big Brother's program. When a comparison is made between the major source of family income as a child, and the major source of income as a young adult, the findings provide some evidence to support the notion of a "Welfare Cycle". Whereas only 8% of the former Little Brothers whose family income came from "employment earnings" are now relying upon Social Assistance; this figure almost triples to 22% of respondents with a Social Assistance background now relying upon Social Assistance themselves. However, this is lower than the 38% cited in the study above. Furthermore, more than three-quarters have broken the welfare cycle – 78% of the former little Brothers who came from a Social Assistance background, do not now rely upon Social Assistance themselves. Most of their personal income now comes from employment earnings. See Table 5.19.

TABLE 5.19: SOURCE OF INCOME: PAST AND PRESENT

<u>Major Source of Family Income as a Child</u>		
<u>Present Major Source of Income</u>	<u>Employment Earnings</u>	<u>Social Assistance</u>
Employment Earnings	91%	78%
Social Assistance	8 - - - -	22
Other	<u>1</u>	<u>1</u>
Total	100%	101%
(N)	(321)	(170)

Sig. < .001

Note: Percentages do not add to 100% due to rounding

Measures of Social Psychological Attitudes

This next section focuses upon psychological attitudes, predispositions, morals and values. The reader will recall from Chapter Four that the former Little Brothers were asked to elaborate upon their relationship with their Big Brothers, the "best thing" they got out of having a Big Brother, and, their feelings about the overall program. Some of their relevant comments here were:

- taught me right from wrong
- taught traditional values
- taught me self confidence
- got self esteem
- kept me out of trouble with the law
- I would have been doing '10 to 20' without him

These comments relate quite well to three concepts measured in the survey.

- (1) Self Esteem;
- (2) Sense of Right and Wrong; and
- (3) Respect for Authority.

For each of these constructs, three statements phrased in an "agree/disagree" format were presented to the respondents. Some items were phrased in the positive and others were phrased in the negative (to take into account what is known in the methodological literature as the "positive response set bias").

The items included in the questionnaire and their direction of phraseology are listed below:

Self Esteem:

- (+ve) I feel I have a number of good qualities
- (+ve) I am able to do things as well as most other people
- (-ve) I certainly feel useless at times

Sense of Right and Wrong:

- (-ve) It's usually alright to drive an automobile while being drunk, as long as a person doesn't have an accident
- (-ve) There's nothing wrong with taking or using drugs in the privacy of your own home
- (+ve) It's not right to use a false I.D. card to get into a restricted place

Respect for Authority:

- (-ve) Young people sometimes get rebellious ideas, and when they grow up they should not get over them
- (+ve) You have to accept authority and when you stop respecting authority, your situation isn't worth much
- (+ve) Obedience and respect for authority are the most important things in character that children should learn

An "Index" or "Score" was created for each of the major constructs. For each statement where the respondent displayed the characteristic being measured, he was give a score of "one". ("Agree Strongly" and "Agree Somewhat" were combined into one category; "Disagree Strongly" and "Disagree Somewhat" were combined into a second category; and, the direction of phraseology, (+ve) or (-ve), were converted into the appropriate manner before the scoring was completed). Where the characteristic being measured was not displayed by the respondent, a score of "zero" was given. The "Index" for each construct is simply the sum of the scores across each item. As such, the total scores ranged from zero to three for each construct.

Following this procedure, the indices were dichotomized -- a score of three was considered "High" and a score of either zero, one, or two, was considered "Not High". In this way, a sharp contrast can be made between those individuals who display a "High" level of a given characteristic and those who do not.

There are no "absolute measures" or "gold standards" with which to compare the levels of Self Esteem, Sense of Right and Wrong, or, Respect for Authority that were achieved by the former Little Brothers. However, the variations in scores can be examined in relation to other variables.

High levels of Self Esteem among the former Little Brothers were found to be associated with high levels of education, as well as working either full-time or part-time, or, being a full-time student.

The relationship between Self Esteem and level of education is clear. As the level of education increases, the proportion of respondents displaying high Self Esteem increases. More than three-quarters (76%) of the College and University graduates in our study possess high self esteem, but only 55% of those who did not graduate from high school displayed high self esteem. See Table 5.20.

TABLE 5.20: SELF ESTEEM AND LEVEL OF EDUCATION

<u>Self Esteem</u>	<u>Highest Level of Schooling Completed</u>			
	<u>Less Than High School</u>	<u>High School/ Apprenticeship Completed</u>	<u>Some College or University</u>	<u>College or University Graduate</u>
Not High	45%	33%	26%	24%
High	<u>55</u> - - -	<u>67</u> - - -	<u>74</u> - - -	<u>76</u>
Total	100%	100%	100%	100%
(N)	(112)	(212)	(149)	(145)

Sig. = .002

Recall earlier, from Table 5.6, that the relationship a Little Brother enjoyed with his Big Brother impacted upon the level of education ultimately attained by the Little Brother. Although there was no evidence in our survey that the relationship between the Little Brother and Big Brother had a "direct" impact upon Self Esteem – there is evidence that the relationship is "indirect". **An "excellent" relationship with a Big Brother disproportionately tends to result in higher educational attainment for the Little Brother; and, in turn, these higher levels of education disproportionately tend to result in higher levels of Self Esteem.**

Levels of Self Esteem were also found to be related to present employment situation. Respondents who were employed either full-time or part-time, as well as those who were presently full-time students, disproportionately displayed higher levels of Self Esteem. See Table 5.21.

TABLE 5.21: SELF ESTEEM AND PRESENT EMPLOYMENT SITUATION

<u>Self Esteem</u>	<u>Present Employment Situations</u>				
	<u>Employed Full Time</u>	<u>Employed Part Time</u>	<u>Unemployed But Looking</u>	<u>Unemployed Not Looking</u>	<u>Student Full Time</u>
Not High	32%	23%	44%	39%	24%
High	<u>68</u>	<u>77</u>	<u>56</u>	<u>62</u>	<u>76</u>
Total	100%	100%	100%	101%	100%
(N)	(363)	(57)	(79)	(13)	(106)

Sig. = .022

Note: percentages do not add to 100% due to rounding

When present levels of Self Esteem and current number of friends were compared, it can be seen that former Little Brothers who now have "enough friends" disproportionately tend to possess high Self Esteem. See Table 5.22.

TABLE 5.22: SELF ESTEEM AND NUMBER OF CURRENT FRIENDS

<u>Self Esteem</u>	<u>"I have enough friends that I can always find someone to go out with when I want"</u>			
	<u>Agree Strongly</u>	<u>Agree Somewhat</u>	<u>Disagree Somewhat</u>	<u>Disagree Strongly</u>
Not High	29%	31%	43%	85%
High	<u>71</u>	<u>69</u>	<u>57</u>	<u>15</u>
Total	100%	100%	100%	100%
(N)	(449)	(127)	(30)	(13)

Sig. < .001

As described in Chapter Three, the Little Brothers tended to come from an economically disadvantaged background but otherwise appeared to be typical of other children their own age, with 55% reporting they had "a lot" of friends outside the home. The findings in this study indicate that the Little Brothers did not appear to have suffered in terms of the number of friends they now have as adults. Fully 97% of the respondents who had a lot of friends when they were younger did not "withdraw" because of their lower family income background; but rather, (as young adults now) they continued to have enough friends. See Table 5.23.

TABLE 5.23: PRE-PROGRAM FRIENDS AND POST PROGRAM FRIENDS

<u>"I have enough friends now"</u>	<u>Pre-Program Friends</u>			
	<u>A Lot</u>	<u>Some</u>	<u>Few</u>	<u>None</u>
Agree Strongly	78%	55%	70%	64%
Agree Somewhat	19	38	23	18
Disagree Somewhat	2	6	2	0
Disagree Strongly	<u>1</u>	<u>2</u>	<u>4</u>	<u>18</u>
Total	100%	101%	99%	100%
(N)	(383)	(162)	(47)	(11)

Sig. < .001

Note: Percentages do not add to 100% due to rounding

With regard to their development of a Sense of Right and Wrong, former Little Brothers who (1) rated their mother's parenting skills as "excellent"; and, (2) felt the best thing about having a Big Brother was that he served as a "source of morals and guidance"; disproportionately tended to have a high Sense of Right and Wrong.

Of those respondents who rated their mother's parenting skills as "excellent", 64% now possess a high Sense of Right and Wrong. Where the ratings are less than "excellent" the proportion with a high Sense of Right and Wrong decreases. See Table 5.24.

TABLE 5.24: SENSE OF RIGHT AND WRONG AND MOTHER'S PARENTING SKILLS

<u>Sense of Right and Wrong</u>	<u>Rating of Mother's Parenting Skills</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Not High	37%	51%	45%	58%
High	<u>64</u> ---	<u>49</u> ---	<u>55</u> ---	<u>42</u>
Total	101%	100%	100%	100%
(N)	(381)	(162)	(49)	(12)

Sig. = .007

Note: Percentages do not add to 100% due to rounding

Recall from Chapter Four, (Table 4.13), that 20% of the former Little Brothers felt that the "best thing" they got out of having a Big Brother was "a source of morals and guidance and an opportunity to learn". Of these respondents, 69% now display a high Sense of Right and Wrong (which is disproportionately higher than respondents who offered other types of responses). See Table 5.25.

TABLE 5.25: SENSE OF RIGHT AND WRONG AND BEST THING ABOUT HAVING A BIG BROTHER

<u>Sense of Right and Wrong</u>	<u>Best Thing About Having a Big Brother</u>					
	<u>Father Figure Role Model</u>	<u>Friend</u>	<u>New Opportunities and Experiences</u>	<u>Source of Morals Opportunity To Learn</u>	<u>Family Extension</u>	<u>Not a Good Match Negative Comment</u>
Not High	45%	38%	55%	31%	33%	44%
High	<u>55</u>	<u>62</u>	<u>45</u>	<u>69</u>	<u>67</u>	<u>56</u>
Total	100%	100%	100%	100%	100%	100%
(N)	(164)	(195)	(80)	(115)	(9)	(9)

Sig. = .029

With regard to Respect for Authority, former Little Brothers who feel they would personally make a good parent, disproportionately possess high Respect for Authority. See Table 5.26.

TABLE 5.26: RESPECT FOR AUTHORITY AND PERCEPTION OF PERSONAL PARENTING SKILLS

<u>"I Would Personally Make a Good Parent"</u>				
<u>Respect for Authority</u>	<u>Agree Strongly</u>	<u>Agree Somewhat</u>	<u>Disagree Somewhat</u>	<u>Disagree Strongly</u>
Not High	39%	50%	56%	56%
High	<u>61</u>	<u>50</u>	<u>44</u>	<u>44</u>
Total	100%	100%	100%	100%
(N)	(402)	(140)	(16)	(9)

Sig. = .05

Similarly, these same respondents who felt that they might have good parenting skills, also disproportionately tend to possess a high Sense of Right and Wrong. See Table 5.27.

TABLE 5.27: SENSE OF RIGHT AND WRONG AND PERCEPTIONS OF PERSONAL PARENTING SKILLS

<u>"I Would Personally Make a Good Parent"</u>				
<u>Sense of Right and Wrong</u>	<u>Agree Strongly</u>	<u>Agree Somewhat</u>	<u>Disagree Somewhat</u>	<u>Disagree Strongly</u>
Not High	38%	47%	63%	78%
High	<u>62</u>	<u>53</u>	<u>38</u>	<u>22</u>
Total	100%	100%	101%	100%
(N)	(422)	(146)	(16)	(9)

Sig. = .009

Note: Percentages do not add to 100% due to rounding

Following up on the notion of perception of personal parenting skills, fully 78% of the respondents who rated their mother's parenting skills as "excellent", felt strongly that they would personally make a good parent. See Table 5.28.

**TABLE 5.28: PERCEPTION OF PERSONAL PARENTING SKILLS
AND RATING OF MOTHER'S PARENTING SKILLS**

<u>"I'm the type of person who would make a good parent"</u>	<u>Rating of Mother's Parenting Skills</u>			
	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
Agree Strongly	78%	55%	70%	64%
Agree Somewhat	19	38	23	18
Disagree Somewhat	2	6	2	0
Disagree Strongly	<u>1</u>	<u>2</u>	<u>4</u>	<u>18</u>
Total	100%	101%	99%	100%
(N)	(383)	(162)	(47)	(11)

Sig. < .001

Note: Percentages do not add to 100% due to rounding

Although this chapter has focused upon long term impacts, one additional attitudinal variable, which is not relevant to the discussion of impacts, was explored in the survey and is discussed below.

The former Little Brothers were asked the extent to which they agreed or disagreed with the following statement:

"Homosexual men should be allowed to volunteer as Big Brothers".

The reactions to this question were mixed; 44.6% of former Little Brothers agreed that homosexual men should be allowed to volunteer as Big Brothers while 55.4% disagreed. See Table 5.29.

TABLE 5.29: HOMOSEXUAL MEN AS BIG BROTHERS

<u>"Homosexual Men Should Be Allowed to Volunteer as Big Brothers"</u>		
Agree Strongly		15.0%
	<	
Agree Somewhat		29.6
Disagree Somewhat		16.2
	<	
Disagree Strongly		<u>39.2</u>
Total		100.0%
(N)		(574)

Note: 1.9% refused to answer this question and another 6.8% were "not sure" or didn't know.

The respondents were not asked to explain their feelings on this topic. However, some chose to elaborate upon their response. Some examples of their explanations were:

- (Agree) "Could screen for pedophiles but any male can provide a good role model"
- (Agree) "People should know what they're getting.....with older children only."
- (Don't Know) "That question is for the city people.....this is a small town"
- (Disagree) "They should be 'Big Sisters'.....Little Brothers need a male role model"
- (Disagree) "These boys are looking for a father figure.....homosexual men will never be able to explain things about a regular family without implying their sexual preference."

When the responses were compared across the 5 Regions, a statistically significant difference was observed. Former Little Brothers from Toronto were disproportionately more likely to agree that homosexual men should be allowed to volunteer as Big Brothers -- within Toronto, 66% agreed; however, a majority of respondents in every other Region disagreed.

TABLE 5.30: HOMOSEXUAL MEN AS BIG BROTHERS BY REGION

"Homosexual men should be allowed to volunteer as Big Brothers"	REGION				
	<u>NORTH</u>	<u>EAST</u>	<u>WEST</u>	<u>SOUTH</u>	<u>TORONTO</u>
Agree Strongly	16%	12%	17%	14%	18%
Agree Somewhat	29	25	27	26	48
Disagree Somewhat	18	15	19	16	10
Disagree Strongly	<u>37</u>	<u>48</u>	<u>37</u>	<u>44</u>	<u>24</u>
Total	100%	100%	100%	100%	100%
(N)	(126)	(104)	(93)	(172)	(79)

Sig. = .02

It should be noted here that the Big Brothers and Sisters of Canada have a non-discriminating policy concerning sexual preference.

Addendum:

The Executive Director of the sponsoring agency for this study expressed an interest in exploring the possibility that some of the former Little Brothers who were interviewed might want to volunteer themselves as Big Brothers in the future.

To prevent our research interviews from being perceived as a "marketing tool" to recruit Big Brothers, and to prevent this type of questioning from influencing the answers to our research questions, three questions were added to the very last of the questionnaire.

Of the 629 former Little Brothers who were interviewed, 23 (3.7%) reported that they were, or had been, a volunteer Big Brother themselves. Of the remaining respondents, 85% indicated that they might be interested in being a Big Brother sometime in the future.

A total of 114 former Little Brothers requested the "1-800-" telephone number they could call to get information on how they could become involved. An additional 55 respondents gave permission to pass on their name and phone someone in the Big Brother's organization who would call to discuss it.

Not wanting to lose the opportunity to conduct further research, we explored their "interest in becoming a Big Brother" as a research question.

Interest in becoming a Big Brother in the future was found to vary with the number of years a Little Brother was matched altogether. The longer the in-program experience of a Little Brother, the more likely he was to express interest in becoming a Big Brother himself. (Another impact measure? – Albeit, unintentional.) Fully 87% of the respondents who were matched with a Big Brother for 6 years or more expressed an interest in becoming a Big Brother in the future. See Table 5.31.

**TABLE 5.31: INTEREST IN BECOMING A BIG BROTHER
AND TOTAL NUMBER OF YEARS MATCHED**

		<u>Total Number of Years L.B. Had a B.B. Altogether</u>			
		<u>Less Than 2 Yrs.</u>	<u>Two or 3 Yrs.</u>	<u>Four or 5 Yrs.</u>	<u>Six Years or More</u>
<u>Interest in Being a B.B. in the Future</u>					
Yes		71% - - -	82% - - -	84% - - -	87%
No		<u>29</u>	<u>18</u>	<u>16</u>	<u>13</u>
Total		100%	100%	100%	100%
(N)		(48)	(100)	(120)	(188)

Sig. = .05

SUMMARY

This chapter described two aspects of post-program long term impacts: (1) socio-economic situation more than a decade after being matched with a Big Brother; and, (2) measures of current social psychological attitudes.

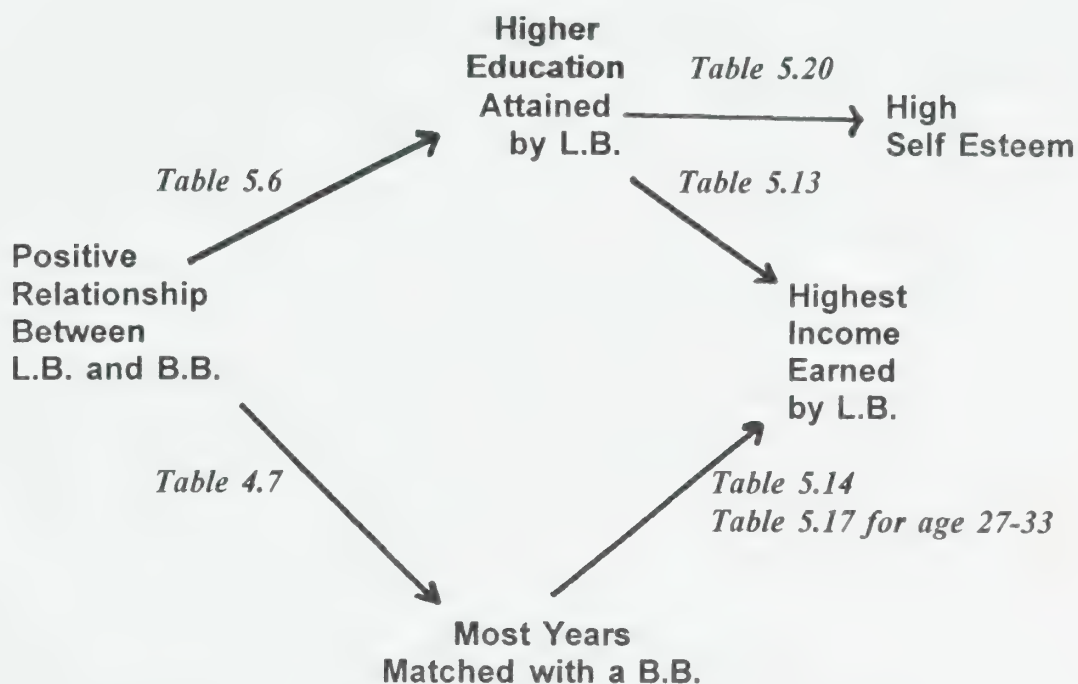
Present Socio-Economic Situation

Although the Little Brothers came from an economically disadvantaged background and were at risk of not reaching their full potential in life, they appeared to have developed quite well after their involvement with the Big Brother program:

- 80% of former Little Brothers attained at least a secondary school diploma compared to only 60% of other people in their own age group
- Former Little Brothers who had an "excellent" or "good" relationship with their last Big Brother disproportionately graduated from college or university.
- College and university graduates were disproportionately in the highest income bracket (\$40,000 per year or more).
- Former Little Brothers who had a Big Brother for the longest periods of time are disproportionately now in the highest income bracket (\$40,000 per year or more); this relationship holds only for the oldest age group (27-33) who have had the most opportunity to gain education and/or experience.

Although there was evidence to suggest that a "Welfare Cycle" or "Social Assistance Cycle" exists, 78% of the former Little Brothers have broken the "cycle".

When the findings in this chapter are combined with the findings of Table 4.7 in Chapter Four, the following model can be used to summarize the impacts:

IMPACT MODEL**Measures of Social Psychological Attitudes**

An "excellent" relationship with a Big Brother disproportionately tends to result in higher educational attainment for the Little Brothers, and in turn, these higher levels of education disproportionately result in higher Self Esteem.

Former Little Brothers who felt the "best thing" about having a Big Brother was a "source of morals and guidance", as well as respondents who rated their mother's parenting skills as "excellent", disproportionately developed a high Sense of Right and Wrong.

Former Little Brothers who feel they would personally make a good parent, disproportionately have a high Respect for Authority as well as a high Sense of Right and Wrong.

Across the Province as a whole, a majority (55%) of the former Little Brothers disagreed that homosexual men should be allowed to volunteer as Big Brothers. When each of the 5 Regions were examined separately, it was seen that a majority of Little Brothers in all Regions of the Province disagreed except within Toronto, where 66% agreed.

6.0 CONCLUSIONS AND ADMINISTRATIVE CONSIDERATIONS

6.0 CONCLUSIONS AND ADMINISTRATIVE CONSIDERATIONS

As noted in the Introduction, in part, the mission of Big Brothers is to contribute to the healthy development of children from lone-parent families primarily by providing these children with quality adult volunteer relationships.

The evaluation presented in this report goes beyond the typical evaluation question, "Is the service having an impact upon these children?". Not only was this question addressed, but more importantly we explored the question, "What kinds of clients are helped most by this program?". This latter question yields valuable information critical for the organization's planning process. It allows agencies to focus their resources upon those clients who will benefit the most, and, to develop new approaches for those clients who benefit the least from the existing program.

For this evaluation, Province-wide interviews were conducted with former Little Brothers more than a decade after they were matched with a Big Brother. As such, there was an excellent opportunity to see how these former Little Brothers "turned out" as they developed, grew, and matured into young adults. (The average age of the respondents was 24.8 years.)

In this study, the pre-program early childhood background of the former Little Brothers was described; their in-program experiences and impressions were presented; and, their post-program situations were analyzed in terms of their adult socio-economic status as well as their social psychological attitudes.

6.1 Pre-Program Children Background

In Transitions, a Report of the Social Assistance Review Committee, prepared for the Ontario Ministry of Community and Social Services in 1988, it was noted that "a third of the Province's female-headed (lone-parent) families require social assistance." The findings in our study are indeed quite consistent with that report. In our survey, 32% of the former Little Brothers reported that social assistance was the major source of family income when they were growing up. The Transitions report goes on to state that, "During the school years, (children on social assistance) are disadvantaged by their lack of money for clothing, activity fees, and other school-related costs. In short, they lack the choices and opportunities available to most other children, options that could nurture and sustain their development".

Two-thirds of the Little Brothers' family income came primarily from employment earnings when they were growing up. However, as noted earlier, "lone-parent families, especially those headed by women have very low incomes", and, "their income is estimated at only 38% of the average income of husband-wife families with children". Further evidence of these very low income levels can be seen in the Transitions report, "To be a woman raising children alone can be a passport to a life of poverty....the poverty rate in 1984 for Ontario's female-led single-parent families was 55%, compared with less than 9% for two-parent families".

It is clear that upon entering the Big Brother program, the Little Brothers are at an economic disadvantage when compared to other children their own age and are "at risk" of not developing to their full potential.

Apart from the economic background, the Little Brothers (upon entering the program) shared many of the same characteristics as other children their own age – more than half had a lot of friends; more than three-quarters belonged to a club, organization, sports or church group; more than 80% enjoyed a positive relationship with their mother when they were growing up; and, more than 90% rated their mother's parenting skills as "excellent" or "good".

The findings in this study, describing the Province-wide caseload of Big Brothers of Ontario, could be of value to prospective Big Brothers (as well as to prospective Board of Directors members) in gaining a better understanding of the types of clients served by Big Brothers.

6.2 In-Program Experiences and Impressions

The importance of "making a good match" between a Little Brother and a Big Brother cannot be over-emphasized. (The quality of the match and it's bearing upon long-term impacts will be discussed later.)

The findings in our study illustrate that, quality matching tends to result in long lasting positive relationships with continued contact more than a decade after the match was made.

The evidence suggests that the Member agencies of Big Brothers of Ontario have an outstanding ability to make quality matches; more than half of the Little Brothers stayed in the program for 5 years or more;

almost 9 out of every 10 Little Brothers enjoyed either an "excellent" or "good" relationship with their last Big Brother, and, 9 out of 10 Little Brothers had only one or two Big Brothers.

In instances where a Little Brother had more than one Big Brother while being in the program, and where the second to last relationship was only "fair" or "poor", the organization's case-workers were extremely good at making the next match successful for the Little Brother -- 9 out of 10 Little Brothers reported going on to a better relationship in these situations.

In total, 97% of the former Little Brothers were satisfied with their overall involvement in the program -- 68% were "very satisfied" and 29% were "somewhat satisfied".

The best predictors of the level of satisfaction with the overall program were:

- (1) the number of years a Little Brother had a Big Brother altogether; and,
- (2) the nature of the relationship between a Little Brother and his Big Brother.

(These two predictors of level of satisfaction were later shown to also have an impact upon the educational attainment of the Little Brother as well as his future income level.)

The longer a Little Brother stays in the program and the better the relationship he enjoys with his Big Brother, the more likely he is to be satisfied with the program.

The organization's case-workers are encouraged to continue their fine efforts in making quality matches. A lengthy listing of reasons given by Little Brothers for their ratings of the overall program, as well as their relationships with their Big Brothers, appears in the text of the report. Although the case-workers are no doubt already aware of many of these reasons, a review of them may be useful to provide insights into those clients who are helped the least by the program.

6.3 Post-Program Long Term Impacts

The socio-economic situation of the former Little Brothers more than a decade after being matched with a Big Brother, and, the current social psychological attitudes of these young adults, were examined to help answer three basic questions:

- (1) Is the service provided by the Big Brother program having an impact upon the economically disadvantaged children from lone-parent families who are "at risk" of not reaching their full potential?
- (2) In what ways do these children benefit?
- (3) Who benefits the most and who benefits the least?

From the data in the survey, it appears that the former Little Brothers have developed quite well; over 80% of the former Little Brothers attained at least a secondary school diploma compared to 60% of other people in their own age group. The findings also point out that former Little Brothers who enjoyed either an "excellent" or "good" relationship with their last Big Brother disproportionately went on to graduate from college or university (when compared to those who had only a "fair" or "poor" relationship). And, to be sure, college and university graduates were found disproportionately to be in the highest income bracket in our sample.

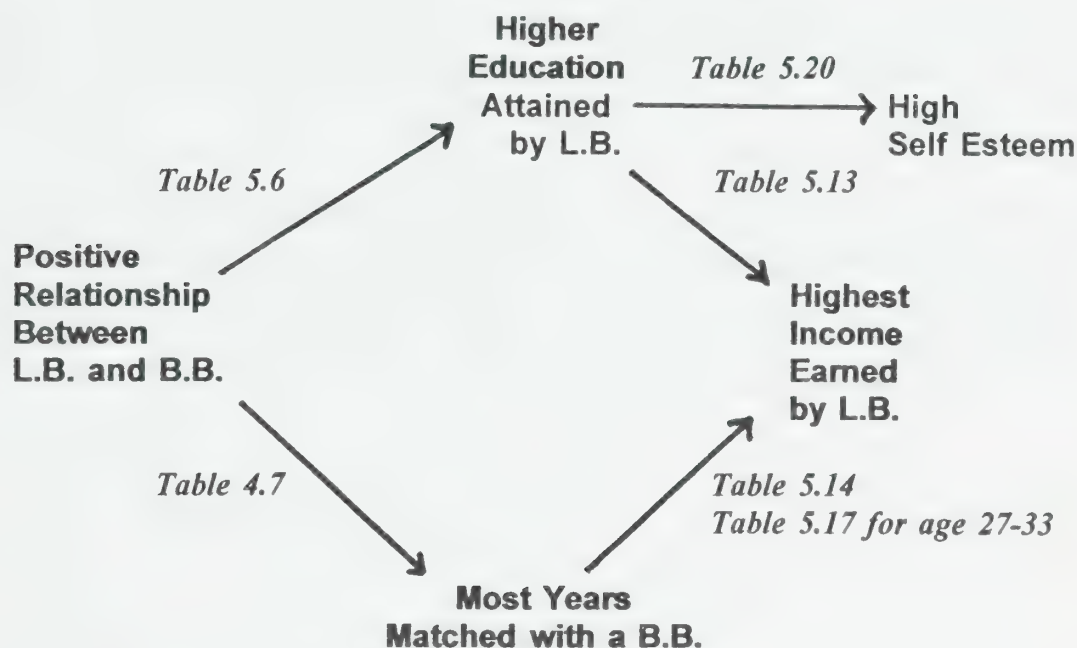
In our study, it was found that almost 8 out of 10 (79%) of the Little Brothers who had a Big Brother for 6 or more years enjoyed an "excellent" relationship with their last Big Brother. Also, these former Little Brothers (who had a Big Brother for the longest periods of time) were disproportionately now in the highest income bracket – this relationship held for the oldest age group (27-33).

In other words, **within the age group that had the most opportunity to gain greater education and more work experience, there is an observable income advantage for those Little Brothers who were matched with a Big Brother the longest.**

Although there was evidence to suggest that a "Welfare Cycle" or "Social Assistance Cycle" exists, 78% of the former Little Brothers have broken the "cycle".

Taken together, these socio-economic impacts can serve as an excellent motivational tool to organizational staff, members of the Board of Directors, and volunteer Big Brothers, to help them realize the scope of their impact upon children – in the long term.

When the **key findings** are put together, the following Impact Model can be used to summarize the findings:

IMPACT MODEL

To further illustrate the fact that meaningful impacts occur in the long-term, an indirect relationship was found between "the relationship a Little Brother enjoys with his Big Brother", and "the future levels of Self Esteem" developed by the former Little Brother.

An "excellent" relationship with a Big Brother disproportionately tended to result in higher educational attainment for the Little Brothers, and in turn, these higher levels of education disproportionately resulted in higher Self Esteem.

With regard to other attitudinal variables, former Little Brothers who felt they would personally make good parents disproportionately had a high Respect for Authority and a high Sense of Right and Wrong.

To summarize:

1. Little Brothers who benefited the most from the program tended to be those with the longest stay in the program and those who enjoyed a positive relationship with their Big Brother. Conversely, those who benefited the least were those who were in the program for a shorter time, and, those who did not have a positive relationship with their Big

Brother.

2. The children in the program for the longest periods of time, as well as those who had the best relationships tended to enjoy higher levels of education, income, and Self Esteem as adults.
3. The service provided by the Member agencies of Big Brothers of Ontario appears to have a positive impact upon children from lone-parent economically-disadvantaged backgrounds. Quality one-to-one adult volunteer relationships appear to contribute to the healthy development of these children.

APPENDIX A
ANNOUNCEMENT LETTER



BIG BROTHERS OF ONTARIO
LES GRANDS FRÈRES D'ONTARIO

5230 South Service Road, Burlington, Ontario, L7L 5K2

Tel: (905) 634-4427 Fax: (905) 639-0124

Charitable Registration Number 0796409-09

February 1994

Dear Sir:

An interviewer will soon contact you by telephone for an interview in conjunction with our survey related to the **Big Brothers of Ontario**. This survey which is being conducted out of Hamilton by the Social Planning and Research Council is based upon telephone interviews which may average about 10 minutes. This survey is being co-ordinated out of the offices of the Big Brother Association of Burlington and Hamilton-Wentworth at 639 Main Street East in Hamilton.

The information we collect will be used to help evaluate the service provided by the Member agencies of the **Big Brothers of Ontario**.

We wanted to let you know about our telephone call and interview so that you would not mistake our interviewer for a salesperson and that you might set aside some time to express your feelings in this important study.

Your name has been chosen randomly from the listing of former Little Brothers living throughout the Province of Ontario and who were actively matched with a Big Brother as of December 31, 1980.

We are not interested in identifying the answers of any particular person, and, as such, your name will not appear on the questionnaire. Please be assured that your answers will remain anonymous and confidential. As such, you can feel free to be frank and honest with your comments about this service. The interview is voluntary and if you come to a question you don't want to answer, just let the interviewer know and you can skip over it.

I think you will find the questions interesting and pleasant. If you have any questions, please ask your interviewer when you receive the call. Thank you in advance for your co-operation.

Sincerely,

Laurie LeBlanc,
Regional Executive Director
Big Brothers of Ontario

APPENDIX B
THE QUESTIONNAIRE

BIG BROTHERS OF ONTARIO

FEBRUARY 1994

INTERVIEWER: *Read out regular type only.*

Do not read out italics.

Respondent I.D. Time Begin Region

Hello, may I speak with _____. My name is _____
from the Social Planning and Research Council. You have probably received a
letter about this call and the survey we are doing for Big Brothers of Ontario.

The time for the interview varies from person to person but on the average it
takes about 10 minutes to complete. Of course, your answers will be anonymous
and confidential. The interview is voluntary and if you come to a question you
don't want to answer, just let me know and we will skip over it.

Ask first question immediately.

1. First, our records show that you were matched with a Big Brother as of
December 31 of 1980. Can you tell me for how many years altogether you
had a Big Brother from Big Brothers.

CHECK ONLY ONE

- () 0. *Less than one year*
- () 1. One year but less than two
- () 2. Two years but less than three
- () 3. Three years but less than four
- () 4. Four years but less than five
- () 5. Five years but less than six
- () 6. Six years or more
- () 7. *Refused*
- () 8. *Don't Know*

During this interview, whenever we use the term Big Brother, we always mean
someone from the Big Brothers' organization rather than someone related to you.

2. When you were younger, how many Big Brothers did you have altogether?

- | | | |
|---------------------|---------------------------|--------------------------|
| () 1. <i>one</i> | () 4. <i>four</i> | () 7. <i>Refused</i> |
| () 2. <i>two</i> | () 5. <i>five</i> | () 8. <i>Don't Know</i> |
| () 3. <i>three</i> | () 6. <i>six or more</i> | |

3. Thinking about the relationship you had with your *(last)* Big Brother, would you say the relationship was...

- | | |
|---------------------------------------|--|
| ☐ 1. Excellent | ☐ 7. Refused |
| ☐ 2. Good | ☐ 8. Don't Know |
| ☐ 3. Fair, or | |
| ☐ 4. Poor? | |

4. Why is that? _____
- _____

5. What is the most important reason that the active match with that Big Brother came to an end?

Check only one

- | |
|---|
| ☐ 1. I outgrew the need/reached maximum age |
| ☐ 2. I moved |
| ☐ 3. I lost interest |
| ☐ 4. Big Brother moved |
| ☐ 5. Big Brother lost interest/Big Brother didn't have enough time |
| ☐ 6. Other: Specify _____ |
| ☐ 7. Refused |
| ☐ 8. Don't Know |

6. Did you have any contact with that Big Brother at any time after the match ended?

(Include either formal, pre-planned, informal or casual contact)

- | | |
|---------------------------------|--|
| ☐ 1. Yes | ☐ 7. Refused |
| ☐ 2. No | ☐ 8. Don't Know |

7. During the past 12 months, did you have any contact with him either in person, by phone, or through the mail?

(Include either formal, pre-planned, informal or casual contact)

- | | |
|---------------------------------|--|
| ☐ 1. Yes | ☐ 7. Refused |
| ☐ 2. No | ☐ 8. Don't Know |

ASK EVERYONE

13. Taking everything into account, and including such things as agency events, staff, camps, and so on, how satisfied were you with your overall involvement in the Big Brother program...
- ()1. very satisfied, ()7. Refused
()2. somewhat satisfied, ()8. Don't Know
()3. somewhat dissatisfied, or
()4. very dissatisfied?

14. Why is that?

15. What would you say was the best thing you got out of having a Big Brother?

These next few questions are about your childhood and family life when you were younger before getting involved in the Big Brother program.

16. How many brothers and sisters did you have living at home with you, before you were matched with a Big Brother. You can include step brothers and step sisters.

Brothers and Step-Brothers

*Sisters
and
Step-Sisters*

Total
Siblings

17. How many friends your age did you have outside your home at that time...
- | | |
|---------------------|-------------------|
| () 1. a lot, | () 7. Refused |
| () 2. some, | () 8. Don't Know |
| () 3. few, or, | |
| () 4. none at all? | |

If Respondent had ONLY ONE Big Brother, go to Q. 13.

8. Thinking about the Big Brother you had just before the last one, would you say that relationship was...

- | | |
|---------------------------------------|--|
| ☐ 1. Excellent | ☐ 7. Refused |
| ☐ 2. Good | ☐ 8. Don't Know |
| ☐ 3. Fair, or, | ☐ 9. N/A |
| ☐ 4. Poor? | |

9. Why is that? _____
- _____

10. What is the most important reason that the active match with that Big Brother came to an end?

Check only one

- ☐ 1. I outgrew the need/reached maximum age
- ☐ 2. I moved
- ☐ 3. I lost interest
- ☐ 4. Big Brother moved
- ☐ 5. Big Brother lost interest/Big Brother didn't have enough time
- ☐ 6. Other: Specify _____
- ☐ 7. Refused
- ☐ 8. Don't Know

11. Did you have any contact with that Big Brother at any time after the match ended?

(Include either formal, pre-planned, informal or casual contact)

- | | |
|---------------------------------|--|
| ☐ 1. Yes | ☐ 7. Refused |
| ☐ 2. No | ☐ 8. Don't Know |

12. During the past 12 months, did you have any contact with him either in person, by phone, or through the mail?

(Include either formal, pre-planned, informal or casual contact)

- | | |
|---------------------------------|--|
| ☐ 1. Yes | ☐ 7. Refused |
| ☐ 2. No | ☐ 8. Don't Know |

18. Would you say the relationship you had with your mother when you were growing up was...

- | | | |
|--|--|--|
| ☐ 1. Excellent, | ☐ 7. Refused | <i>(For clarification:
overall relationship, taking
everything into account)</i> |
| ☐ 2. Good, | ☐ 8. Don't Know | |
| ☐ 3. Fair, or | | |
| ☐ 4. Poor? | | |

19. Generally speaking, how would you rate the parenting skills of your mother, would you say...

- | | | |
|---------------------------------------|--|---|
| ☐ 1. Excellent | ☐ 7. Refused | <i>(Parenting skills means...ability to
teach values, help you with difficult issues
in life, or provide appropriate discipline
when needed.)</i> |
| ☐ 2. Good | ☐ 8. Don't Know | |
| ☐ 3. Fair, or, | | |
| ☐ 4. Poor? | | |

20. When you were growing up and still living at home, were you a member of any club, organization, sports or church group?

☐ 1. yes -- **21. Which ones did you belong to?**

Check all that apply

- | | |
|--|---|
| ☐ 2. no | ☐ a Sports group |
| ☐ 7. refused | ☐ b Church group |
| ☐ 8. don't know | ☐ c Other: specify _____ |
-

22. Did you ever experience, or happen to see, any violence in your own family when you were growing up?

☐ 1. yes -- **23. How often did this happen...**

- | | |
|--|---|
| ☐ 2. no | ☐ 1. more than once a week, |
| ☐ 3. refused | ☐ 2. about once a week, |
| ☐ 4. don't know | ☐ 3. two or three times a month, |
| | ☐ 4. once a month, or, |
| | ☐ 5. less often than once a month? |
| | ☐ 7. Refused |
| | ☐ 8. Don't Know |
| | ☐ 9. Not Applicable |
-

24. When you were in the Big Brothers program, did most of your family income come from...

- ☐ 1. Employment Earnings, or,
- ☐ 2. From some type of social assistance such as Unemployment Insurance, Family Benefits and so on? *(Include Welfare, Workers Compensation, Mothers Allowance, Canada Pension Plan, Disability Benefits etc.)*
- ☐ 7. Refused
- ☐ 8. Don't Know - Probe: If you had to guess where would you say most of it came from?

25. Now I will read some statements that are all matters of opinion. For each statement we know there are large numbers of people who agree and large numbers of people who disagree. Therefore, there are no right or wrong answers. After I read a statement, would you tell me if you agree strongly, agree somewhat, disagree somewhat, or, disagree strongly.

(a) I feel I have a number of good qualities.

- ☐ 1. agree strongly ☐ 3. disagree somewhat ☐ 7. Refused
- ☐ 2. agree somewhat ☐ 4. disagree strongly ☐ 8. Don't Know

(b) It's usually alright to drive an automobile while being drunk, as long as a person doesn't have an accident.

- ☐ 1. agree strongly ☐ 3. disagree somewhat ☐ 7. Refused
- ☐ 2. agree somewhat ☐ 4. disagree strongly ☐ 8. Don't Know

(c) Young people sometimes get rebellious ideas, and when they grow up they should not get over them.

- ☐ 1. agree strongly ☐ 3. disagree somewhat ☐ 7. Refused
- ☐ 2. agree somewhat ☐ 4. disagree strongly ☐ 8. Don't Know

(d) I'm the type of person who would make a good parent.

- ☐ 1. agree strongly ☐ 3. disagree somewhat ☐ 7. Refused
- ☐ 2. agree somewhat ☐ 4. disagree strongly ☐ 8. Don't Know

- (e) I have enough friends that I can always find someone to go out with when I want.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (f) You have to accept authority and when you stop respecting authority, your situation isn't worth much.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (g) I am able to do things as well as most other people.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (h) There is nothing wrong with taking or using drugs in the privacy of your own home.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (i) It's usually OK for a man to hit his spouse or partner if she deserves it.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (j) It's not right to use a false I.D. card to get into a restricted place.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (k) I certainly feel useless at times.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

- (l) Obedience and respect for authority are the most important things in character that children should learn.

() 1. agree strongly () 3. disagree somewhat () 7. Refused
() 2. agree somewhat () 4. disagree strongly () 8. Don't Know

(m) Homosexual men should be allowed to volunteer as Big Brothers.

- () 1. agree strongly () 3. disagree somewhat () 7. Refused
 () 2. agree somewhat () 4. disagree strongly () 8. Don't Know

These last few questions are just for statistical purposes so that we can classify all the information into different groupings.

26. Which of the following best describes your present employment situation...

(employed = working for wages, salary, commission, or self-employed)

- () 1. Employed full-time,
 () 2. Employed only part-time,
 () 3. Unemployed but looking for work,
 () 4. Unemployed and not looking for work,
 () 5. Or would you consider yourself to be a student full-time?
 () 7. Refused
 () 8. Don't Know

27. What do you consider your usual occupation to be?

- () 1. white collar
 () 2. blue collar
 () 3. disabled
 () 4. student -- have not yet established usual occupation
 () 7. refused
 () 8. don't know

Note: If in doubt, specify _____

28. Have you ever been unemployed and looking for work for more than 6 months in a row?

- () 1. yes () 7. refused
 () 2. no () 8. don't know

29. In what year were you born?

- ☐ 01. 1975 (18)
- ☐ 02. 1974 (19)
- ☐ 03. 1973 (20)
- ☐ 04. 1972 (21)
- ☐ 05. 1971 (22)
- ☐ 06. 1970 (23)
- ☐ 07. 1969 (24) ☐ 77. Refused
- ☐ 08. 1968 (25) ☐ 88. Don't know
- ☐ 09. 1967 (26)
- ☐ 10. 1966 (27)
- ☐ 11. 1965 (28)
- ☐ 12. 1964 (29)
- ☐ 13. 1963 (30)
- ☐ 14. 1962 (31)
- ☐ 15. 1961 (32)
- ☐ 16. 1960 (33)

30. What is the highest level of schooling that you have completed?

Interviewer: If 2 mentioned, record highest category

- ☐ 0. Grade school or less
- ☐ 1. Some high school
- ☐ 2. Graduated high school or high school equivalent
- ☐ 3. Apprenticeship completed
- ☐ 4. Some college
- ☐ 5. Graduated college
- ☐ 6. Some university
- ☐ 7. Graduated university
- ☐ 8. Postgraduate
- ☐ 9. Refused

31. What is your present marital status? *Note: There is no "single" category.*

- ☐ 1. never married
- ☐ 2. married or common-law or living with someone
- ☐ 3. separated
- ☐ 4. divorced
- ☐ 5. widowed
- ☐ 7. refused
- ☐ 8. don't know

32. Do you happen to have any children of your own, whether or not they are presently living with you?
- ☐ 1. yes
 - ☐ 2. no
 - ☐ 7. refused
 - ☐ 8. don't know
33. Which of the following letters best describes your personal income from all sources before taxes for 1993...
- ☐ 0. A less than \$10,000
 - ☐ 1. B \$10,000 but less than \$20,000
 - ☐ 2. C \$20,000 but less than \$30,000
 - ☐ 3. D \$30,000 but less than \$40,000
 - ☐ 4. E \$40,000 but less than \$50,000
 - ☐ 5. F \$50,000 but less than \$60,000 or
 - ☐ 6. G \$60,000 or more?
 - ☐ 7. Refused
 - ☐ 8. Don't Know
34. Does most of that income from...
- ☐ 1. Employment Earnings, or,
 - ☐ 2. From some type of social assistance such as Unemployment Insurance, Family Benefits and so on? *(Include Welfare, Workers Compensation, Mothers Allowance, Canada Pension Plan, Disability Benefits etc.)*
 - ☐ 7. Refused
 - ☐ 8. Don't Know - Probe: If you had to guess where would you say most of it came from?

There are just a couple of questions left.

35. Have you ever been a Big Brother yourself?
- ☐ 1. yes -- Terminate
 - ☐ 7. Refused
 - ☐ 2. no -- Go to Q36
 - ☐ 8. Don't Know

36. Do you think you might be interested in being a Big Brother yourself sometime in the future?

☐ 1. yes --

☐ 2. no

☐ 7. Refused

☐ 8. Don't Know

37. Would you like me to give you the 1-800 telephone number you could call to get information on how you could become involved, or, would you like me to give your name and phone number to someone in the Big Brother's organization who will call you to discuss it?

☐ 1. Give me the 1-800 Number

...1-800-263-9133

☐ 2. Give my name to some and have them call me

...Someone will call you after the study is over

☐ 3. Neither, not at this time, later, don't know

☐ 9. N/A

THANK YOU FOR YOUR CO-OPERATION

=====

RECORD _____ TIME END

Terminate, then fill in the following information

_____ Respondent I.D.

_____ Interviewer Number

Day Interview Completed:

☐ 1. Monday

☐ 4. Thursday

☐ 2. Tuesday

☐ 5. Friday

☐ 3. Wednesday

☐ 6. Saturday

☐ 7. Sunday

_____ Number of calls placed to complete interview
(Include "No Answer"; exclude "Busy")

_____ Time Begin

_____ Time End

_____ Length of Interview

